



Department of Energy

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

FREEDOM OF INFORMATION ACT/PRIVACY PROGRAM

August 27, 2014

In reply refer to: FOIA # BPA-2014-00664-F

Carol Goerges

Ex 6

Dear Ms. Goerges:

This is a final 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 February 27, 2014.

You requested:

“All information related to Gainsharing Awards and Performance Awards and any other types of awards given to employees for the 2013 performance appraisal year currently employed in NHQ or employed in NHQ within the past year. The information should include the name of the recipient, the name of the award given, the effective date of the award and the dollar amount of the award. If possible, also include the reason for awarding the amount.”

During a telephone conversation on May 27, 2014, you agreed to narrow the scope of your request to exclude copies of the SF-50 and performance appraisals, and agreed to accept an awards summary document that excludes personally identifiable information.

Response:

We conducted a search of the records of Talent Acquisition (NHQ) Department of Human Capital Management. We located and have enclosed a three-page summary of the awards issued to NHQ employees for the performance year 2013. The information concerning performance awards is being released with the employee names, ID numbers, grade levels and amounts withheld under Exemption 6 of the FOIA. In the case of the Agency Success Share award, only the ID was withheld given that all employees in the agency receive this award, and the amount is based upon hours worked that year (e.g. pay status) and not performance.

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 unique identifiers, their employee names, ID numbers, grade levels and amounts. We find no public interest in this information and therefore redact it under Exemption 6.

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.

There are no fees associated with this request.

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:

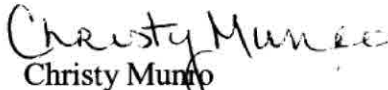
- (1) The nature of your appeal - denial of records, partial denial of records, adequacy of search, or denial of fee waiver;
- (2) Any legal authorities relied upon to support the appeal; and
- (3) A copy of the determination letter.

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

Should you have any questions about this letter please contact Sarah A. Westenberg, FOIA Case Officer, at 503-230-3795.

Sincerely,


Christy Munro
Freedom of Information/Privacy Act Officer

Enclosures:
Responsive documents

ID	Name	DeptID	Group	Grade	Eff Date	(b) (6)	Oth Hrs	NOA Code	Descr 1	Comment	Action	Reason
(b) (6)		NHQ	GS	(b) (6)	3/6/2014	(b) (6)	0.00	840	Individual Cash Award RB	FY 2013 Employee Performance Award	AWD	EPA
		NHQ	GS		2/20/2014		0.00	840	Individual Cash Award RB	FY2013 Employee Performance Award	AWD	EPA
		NHQ	GS		2/20/2014		0.00	840	Individual Cash Award RB	FY2013 Employee Performance Award	AWD	EPA
		NHQ	GS		2/20/2014		0.00	840	Individual Cash Award RB	FY2013 Employee Performance Award	AWD	EPA
		NHQ	GS		2/20/2014		0.00	840	Individual Cash Award RB	FY2013 Employee Performance Award	AWD	EPA

ID	Name	DeptID	Group	Grade	Eff Date	Oth Py	Oth Hrs	NOA Code	Descr 1	Comment	Action	Reason
(b) (6)		NHQ	GS	(b) (6)	1/23/2014	(b) (6)	0.00	840	Individual Cash Award RB	FY2013 MANAGER PERFORMANCE AWARD.	AWD	PER
		NHQ	GS		1/23/2014		0.00	840	Individual Cash Award RB	FY2013 MANAGER PERFORMANCE AWARD.	AWD	PER
		NHQ	GS		1/23/2014		0.00	840	Individual Cash Award RB	FY2013 MANAGER PERFORMANCE AWARD.	AWD	PER

