



Department of Energy

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

FREEDOM OF INFORMATION ACT/PRIVACY PROGRAM

September 17, 2018

In reply refer to: FOIA #BPA-2018-01508-F

Matthew Walk
2743 SW Rutland Terrace
Portland, Oregon 97205
matthewmwalk@yahoo.com

Dear Mr. Walk:

This communication is the Bonneville Power Administration's (BPA) final response to your request for agency records made under the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). Your records request was received on August 22, 2018 and was formally acknowledged on August 29, 2018.

Request

Agency records regarding, "... [BPA's] 'Max Bill Rate' associated with the requisition BPAJP00008463..."

Response

BPA conducted electronic searches for responsive records in the following agency offices:

Supplemental Labor Management Office

Responsive records were gathered. BPA is herein releasing 2 pages of agency records responsive to your request, with no redactions applied.

Discretionary Release

The FOIA generally requires the release of all government records upon request. However, the FOIA permits withholding limited information as described in 5 U.S.C. §§ 552(b)(1-9). BPA believes that the response to your request involves agency records containing pre-decisional and deliberative information, the release of which might harm interests intended to be protected by the 5 U.S.C. § 552(b)(5) (Exemption 5) deliberative process privilege. That deliberative process privilege protects records evincing the deliberative or decision-making processes of government agencies from public release.

That said, please be aware that while responding to your FOIA request, and in reviewing the responsive agency records for potential redaction under Exemption 5, BPA has been at all times mindful of Attorney General Holder's Memorandum for Heads of Executive Departments and Agencies Concerning the FOIA, 74 Fed. Reg. 51879 (Oct. 8, 2009) (Holder Memo), directing all Federal agencies to adopt a presumption in favor of disclosure. In accord with the Holder Memo, records protected by Exemption 5's deliberative process privilege may be discretionarily released. BPA has considered and approved the discretionary release of some information in the responsive records set that would otherwise be arguably subject to Exemption 5.

Fee

There are no FOIA fees applicable to the fulfillment of your request for BPA records.

Certification

Pursuant to 10 C.F.R. § 1004.7(b)(2), I am the individual responsible for the records release and determinations described above. Your FOIA request BPA-2017-01508-F is now closed with all available agency records provided.

Appeal

The adequacy of the search may be appealed within 90 calendar days from your receipt of this letter pursuant to 10 C.F.R. § 1004.8. Appeals should be addressed to:

Director, Office of Hearings and Appeals
HG-1, L'Enfant Plaza
U.S. Department of Energy
1000 Independence Avenue, S.W.
Washington, D.C. 20585-1615

The written appeal, including the envelope, must clearly indicate that a FOIA appeal is being made. You may also submit your appeal by e-mail to OHA.filings@hq.doe.gov, including the phrase "Freedom of Information Appeal" in the subject line. (The Office of Hearings and Appeals prefers to receive appeals by email.) The appeal must contain all the elements required by 10 C.F.R. § 1004.8, including a copy of the determination letter. Thereafter, judicial review will be available to you in the Federal District Court either (1) in the district where you reside, (2) where you have your principal place of business, (3) where DOE's records are situated, or (4) in the District of Columbia.

You may contact BPA's FOIA Public Liaison, Jason Taylor, at the address on this letter header for any further assistance and to discuss any aspect of your request. Additionally, you may contact the Office of Government Information Services (OGIS) at the National Archives and Records Administration to inquire about the FOIA mediation services they offer. The contact information for OGIS is as follows:

Office of Government Information Services
National Archives and Records Administration
8601 Adelphi Road-OGIS
College Park, Maryland 20740-6001
E-mail: ogis@nara.gov
Phone: 202-741-5770
Toll-free: 1-877-684-6448
Fax: 202-741-5769

Questions about this communication may be directed to James King, CorSource Technology Group LLC, at jjking@bpa.gov and 503.230.7621.

Sincerely,



Rachel L. Hull
Freedom of Information/Privacy Act Officer

Responsive records attached

Supplemental Labor Management Office (SLMO)
Bill Rate Development

Review Date: Tuesday, March 06, 2018

Requisition Title:	Software Developer-Software programmer (N-IT) - Misc Lang Software Prog
Requisition Description:	Reference - API
O*Net Code:	15-1133.00
Labor Type:	IT - Supplemental

SOC/OCC or O*Net Title:	Software Developers, Systems Software
SOC or O*Net Description:	Research, design, develop, and test operating systems-level software, compilers, and network distribution software for medical, industrial, military, communications, aerospace, business, scientific, and general computing applications. Set operational specifications and formulate and analyze software requirements. May design embedded systems software. Apply principles and techniques of computer science, engineering, and mathematical analysis.

BPA Special Requirements or Skills:

	Overhead Rate 63%	Premium Factor
Market Rate Per OES Survey:	OES Survey Hrly Pay Rate w/ Supplier Overhead added	OES Survey Hrly Pay Rate w/ Supplier OH & BPA Premium (If applicable)
Level 1	\$ 62.23	\$ 62.23
Level 2	\$ 78.27	\$ 78.27
Level 3	\$ 96.22	\$ 96.22
SR,SME, GURU	\$ 114.03	\$ 114.03

	Pay Rate + OH	Pay Rate + OH + Premium (If applicable)
OLMIS.gov		
25th PCTL	\$ 63.02	\$ 63.02
Median Wage Portland OR	\$ 80.03	\$ 80.03
75th PCTL	\$ 98.31	\$ 98.31
Max Wage Portland OR	\$ 119.67	\$ 119.67

	Pay Rate + OH	Pay Rate + OH + Premium (If applicable)
PayScale		
Level 1	\$ 72.12	\$ 72.12
Level 2	\$ 81.53	\$ 81.53
Level 3	\$ 92.18	\$ 92.18
SR,SME, GURU	\$ 103.75	\$ 103.75

	Pay Rate + OH	Pay Rate + OH + Premium (If applicable)
Salary.com		
Level 1	\$ 69.24	\$ 69.24
Level 2	\$ 94.78	\$ 94.78
Level 3	\$ 108.04	\$ 108.04
SR,SME, GURU	\$ 128.97	\$ 128.97

Average of Market Data	Average of Data from all data sources/points w/OH	Average of Data from all data sources/points w/ OH and Premium (If applicable)	
Level 1	\$ 66.65	\$ 66.65	\$ 70.68
Level 2	\$ 83.66	\$ 83.66	\$ 88.16
Level 3	\$ 98.69	\$ 98.69	\$ 100.11
SR,SME, GURU	\$ 116.61	\$ 116.61	\$ 116.36

SLMO Recommendation: Market data supports and the SLMO recommends bill rates as follows:
 Misc Lang Software Prog (level 1) \$71 (range: \$56 - \$75)
 Misc Lang Software Prog (level 2) \$88 (range: \$63 - \$94)
 Misc Lang Software Prog (level 3) \$100 (range: \$80 - \$108)
 Misc Lang Software Prog (level Lead/Sr/SME/Guru) \$110 (range: \$90 - \$130)

- 14071 - Computer Programmer I
\$20.15 x 50% = \$30.25 + 4.27 = \$34.42
- 14072 - Computer Programmer II
\$24.95 x 50% = \$37.43 + 4.27 = \$41.60
- 14073 - Computer Programmer III (see note)
\$27.63 x 50% = \$41.45 + 4.27 = \$45.60
- 14074 - Computer Programmer IV (see note)

O'net salaries are lower however market data does not support the new lower rates so use average PayScale & Salary.com

May need to add Premium for PeopleSoft or Asset Suite

Note: Most Computer System Analysts and Computer Programmers who are compensated at a rate not less than \$27.63 (or on a salary or fee basis at a rate not less than \$455 per week) an hour would likely qualify as exempt computer professionals.



Requisition BPAJP00008463

Software Developer (IT) 3

Period	Status	Service Type
05/28/2018 to 06/01/2019	Closed	Temp

04/02/2018 02:48 PM Couron, Elissa-SLMO

This position is a recompetition for 1 position. Suppliers are strongly encouraged to submit a minimum of 1 qualified candidate for each recompute position. This position is being posted at a blind rate. Candidates should be submitted at a bill rate reflective of their match to the skill requirements of the position and competitive in the local market; candidates that are submitted above the SLMO determined market range maximum will not be shortlisted. Bill rates are subject to review and determination of suitability by the SLMO and may be subject to negotiation. Start date is contingent on timely successful security clearance completion and is subject to change. See Additional Position Information document (attached) for supplemental information regarding specific requirements for the listed position. This Job Posting closes at 11:59 pm, Pacific time, on the "Respond By" date listed on this JP. Candidates submitted after 11:59 pm will not be accepted.

Targeted Bill Rate		98.00
Rates		Final (USD)
ST /Hr	ST	
Pay Rate		0.00 - 0.00
Current lowest submitted Bill Rate		77.20
Bill Rate		90.00 - 108.00