

IPR Workshop Follow Up

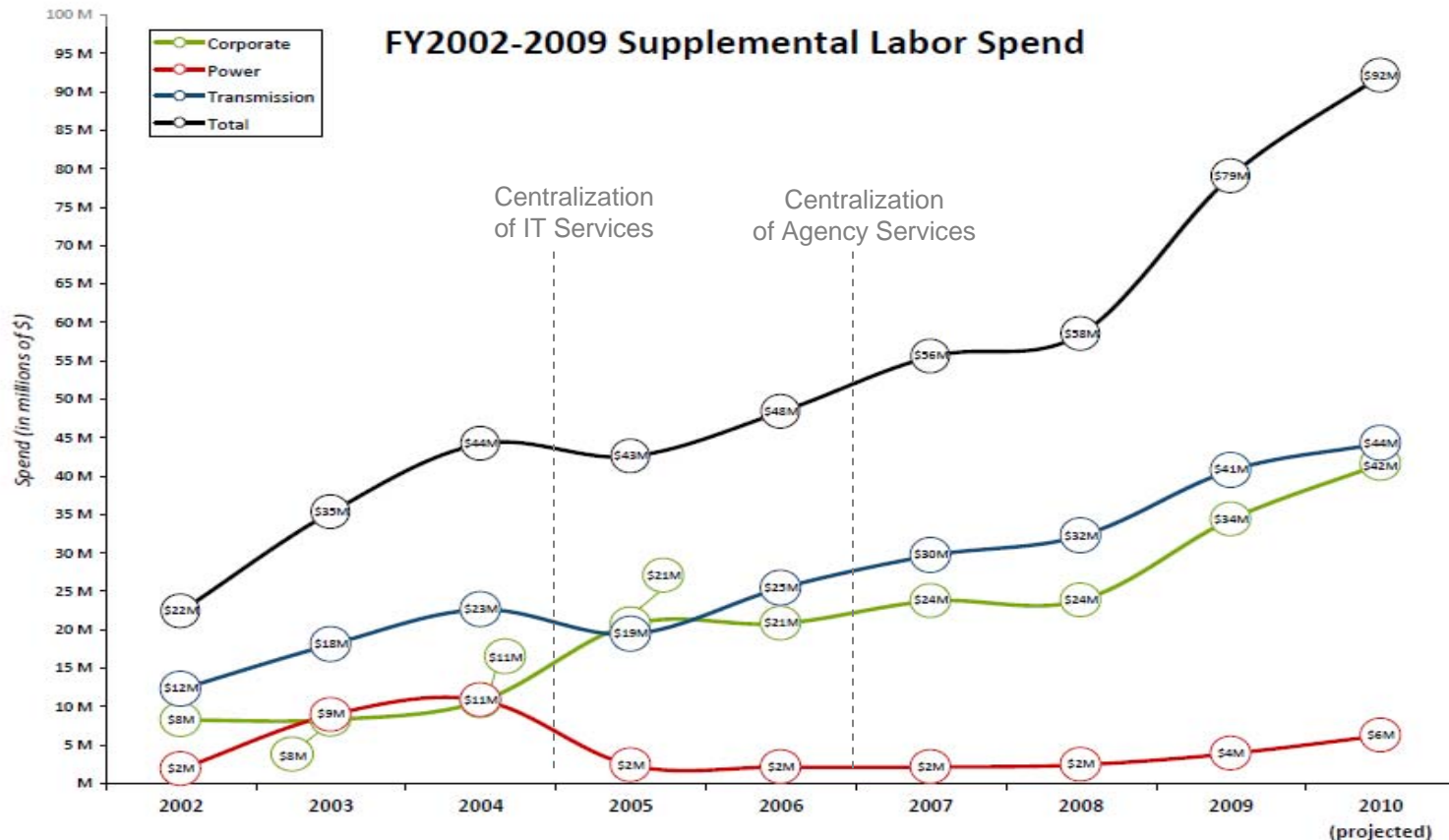
BPA's Federal Workforce & Contract Workers

June 25, 2010

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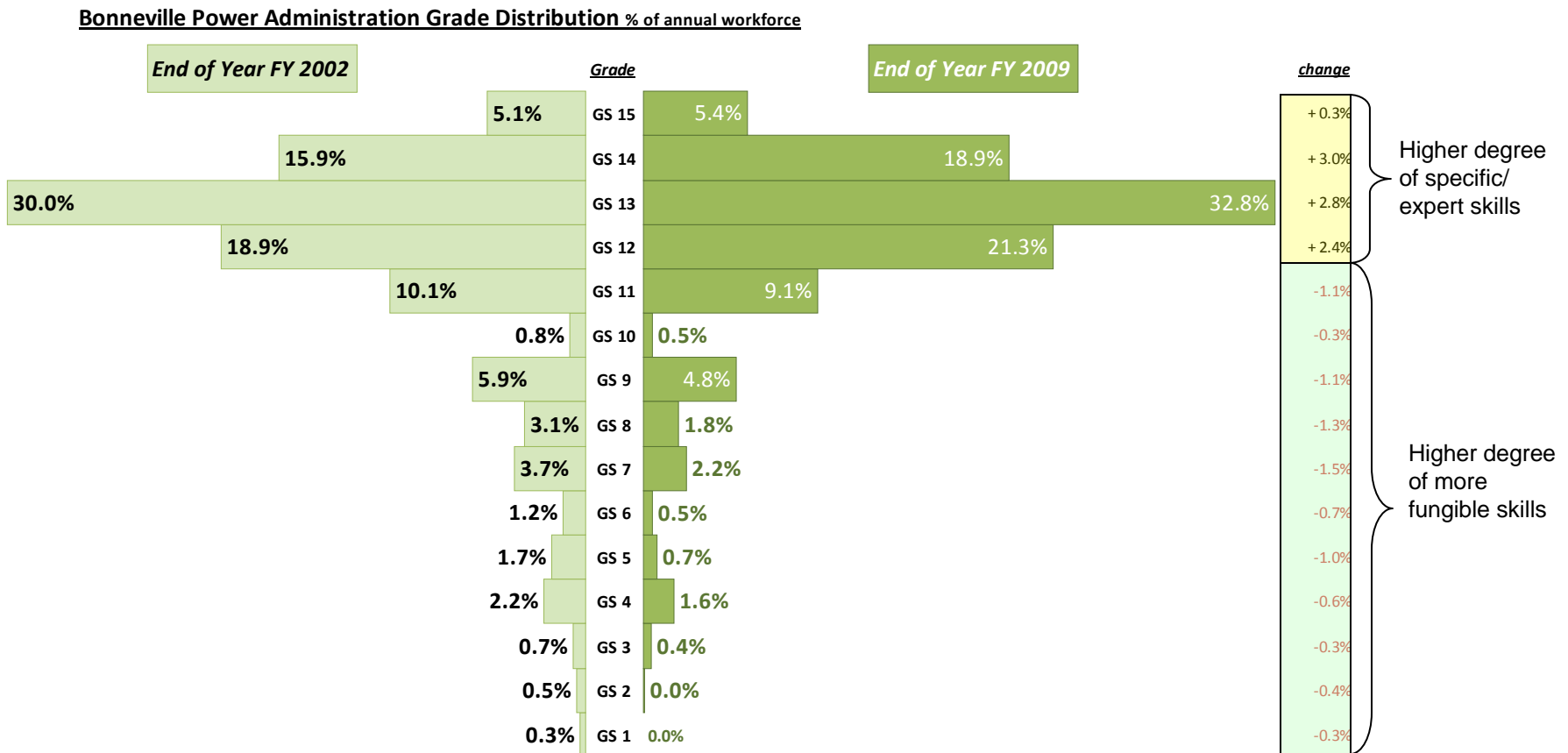
BPA's dramatic changes in program requirements have required a significant increase in Contractor Spend

- 270% increase in Transmission capital program (2008 to 2010) for infrastructure development/ expansion
- Doubling of EE targets; doubling of F&W program
- New Regional Dialogue contracts & systems
- Significant investments in core IT systems
- Ramp up in compliance requirements



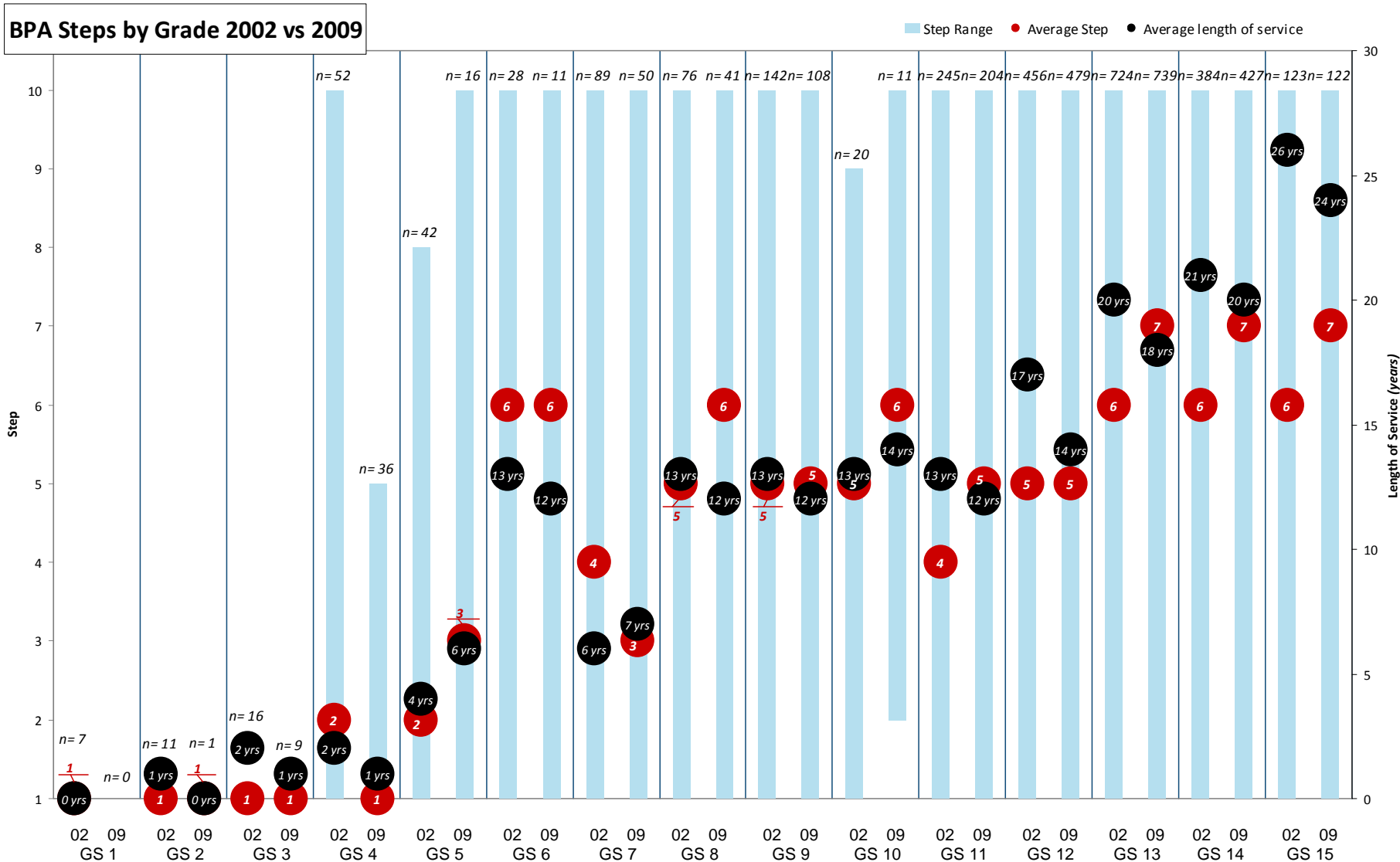
Nota bene: This analysis is best viewed at the Agency level only (black line). Annual changes in supplemental labor in organizations include affects of major inter-agency reorganizations, obscuring the more subtle changes program requirements.

BPA deploys its federal workforce against knowledge-intensive roles, resulting in a relatively senior grade structure



Nota bene: This analysis is presented at Agency level only. Grade distribution at sub-agency level is dominated by the variable of major inter-agency reorganization, obscuring the more subtle changes in grade distribution that may be driven by hiring, career progression, retirement, etc.

BPA's Grade Distribution by Step



Nota bene: This analysis is presented at Agency level only. Grade distribution at sub-agency level is dominated by the variable of major inter-agency reorganization, obscuring the more subtle changes in grade distribution that may be driven by hiring, career progression, retirement, etc.

BPA

Grade Distribution

BPA

2002 Number Of BPA Employees By GS Level And Step

	No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Total	Avg LOS
GS-1		7										7	0
GS-2		11										11	1
GS-3		16										16	2
GS-4		42	6	1	1						2	52	2
GS-5		29	6	2				2	3			42	4
GS-6		6	1	1	1		2	6	5	2	4	28	13
GS-7		40	3	2	1	7	3	11	8	3	11	89	6
GS-8		8	7	5	12	4	5	19	8	4	4	76	13
GS-9		33	8	13	13	22	15	18	10	7	3	142	13
GS-10		1	1	2	4	3	3		3	3		20	13
GS-11	1	63	24	21	20	35	21	18	13	11	18	245	13
GS-12	3	49	42	44	63	49	38	56	24	37	51	456	17
GS-13	12	23	36	56	110	77	94	108	68	55	85	724	20
GS-14	8	12	16	15	73	67	71	56	26	16	24	384	21
GS-15	9	1	5	4	17	16	24	16	6	12	13	123	26
SES	15												
Hourly	901												

2009 Number Of BPA Employees By GS Level And Step

	No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Total	Avg LOS
GS-1													
GS-2		1										1	0
GS-3		9										9	1
GS-4		31	2		1	2						36	1
GS-5	2	8	2	1	1					1	1	16	6
GS-6		1	2	1	1	1		1		3	1	11	12
GS-7	1	32		1	2	3		1	6	3	1	50	7
GS-8		3		2	5	3	5	11	1	5	6	41	12
GS-9		39	6	4	7	8	9	5	11	3	16	108	12
GS-10			1		1	1	3	1	2	1	1	11	14
GS-11	1	58	12	13	21	15	24	22	12	7	19	204	12
GS-12		57	52	43	73	57	51	62	26	26	32	479	14
GS-13	3	43	32	36	60	70	67	114	83	78	153	739	18
GS-14	1	23	17	13	41	40	52	60	69	53	58	427	20
GS-15	3	3	1	4	15	8	19	26	16	6	21	122	24
SES	16												
Hourly	840												

Nota bene: Grade distribution at sub-agency level is dominated by the variable of major inter-agency reorganization, obscuring the more subtle changes in grade distribution that may be driven by hiring, career progression, retirement, etc.

Power Grade Distribution

POWER

2002 Number Of BPA Employees By GS Level And Step

	No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Total	Avg LOS
GS-1													
GS-2													
GS-3													
GS-4		3										3	3
GS-5		3	1						1			5	6
GS-6									1			1	24
GS-7		1	1		1	2	1	2	1	1	6	16	7
GS-8						1		5	1	1		8	19
GS-9		5		1	1	3	4	2	3	1		20	15
GS-10				1		1						2	9
GS-11		8	2	4	1	1	4	2	3			25	12
GS-12		9	9	8	10	8	5	10	3	11	6	79	18
GS-13	4	3	12	15	32	20	26	27	6	17	10	172	19
GS-14	3	3	4	4	21	18	16	15	10	3	8	105	20
GS-15	1		3		4	2	3	4	1	2	4	24	24
SES	5												
Hourly	1												

2009 Number Of BPA Employees By GS Level And Step

	No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Total	Avg LOS
GS-1													
GS-2													
GS-3													
GS-4													
GS-5													
GS-6										1		1	34
GS-7		4				1						5	2
GS-8				1			1		1		1	4	11
GS-9		7	1	2	1		1		1		3	16	7
GS-10									1			1	15
GS-11	1	10	2	2	3	1	1	1	1		1	23	6
GS-12		6	6	3	3	1	2	4	1		2	28	10
GS-13	1	3	5	2	8	13	13	12	13	13	17	100	19
GS-14		2	1	2	4	5	8	15	16	9	12	74	22
GS-15				1	1		7	3	6		3	21	24
SES	2												
Hourly													

Nota bene: Grade distribution at sub-agency level is dominated by the variable of major inter-agency reorganization, obscuring the more subtle changes in grade distribution that may be driven by hiring, career progression, retirement, etc.

Transmission Grade Distribution

TRANSMISSION

2002 Number Of BPA Employees By GS Level And Step

	No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Total	Avg LOS
GS-1		1										1	0
GS-2		7										7	1
GS-3		11										11	1
GS-4		34	5	1	1						2	43	1
GS-5		18	3	2					2			25	5
GS-6		4	1	1	1		1	5	1	1	4	19	12
GS-7		18	1			3	1	3	4		3	33	6
GS-8		7	4	3	5	3	2	9	5		2	40	13
GS-9		18	4	4	5	15	6	10	4	3	3	72	14
GS-10		1	1	1	2	2	3		1	3		14	20
GS-11	1	33	10	11	10	13	14	9	6	8	7	122	15
GS-12	1	18	16	21	36	24	18	32	15	17	37	235	16
GS-13	8	11	9	18	34	36	49	50	43	29	53	340	19
GS-14	2	4	6	6	24	27	36	22	12	7	10	156	21
GS-15	4	1	1	2	9	7	11	8	3	8	4	58	23
SES		3											
Hourly		890											

2009 Number Of BPA Employees By GS Level And Step

	No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Total	Avg LOS
GS-1													
GS-2		1										1	
GS-3		5										5	0
GS-4		25	2		1	1						29	2
GS-5	1	1	1	1								4	7
GS-6		1	2	1	1	1		1		2		9	29
GS-7		19		1	1	2			2	2		27	12
GS-8		1			2		2	5		3	2	15	10
GS-9		8	1	1	3	4	2	4	3	2	4	32	12
GS-10					1		1					2	15
GS-11		25	4	6	10	5	10	10	1	6	9	86	14
GS-12		19	25	17	26	17	24	18	11	15	22	194	14
GS-13	1	8	14	18	26	32	21	35	34	30	81	300	18
GS-14		7	3	5	15	18	30	28	20	24	25	175	17
GS-15		1	1	2	8	4	5	10	4	3	8	46	24
SES		4											
Hourly		808											

Nota bene: Grade distribution at sub-agency level is dominated by the variable of major inter-agency reorganization, obscuring the more subtle changes in grade distribution that may be driven by hiring, career progression, retirement, etc.

Corporate Grade Distribution

CORPORATE

2002 Number Of BPA Employees By GS Level And Step

	No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Total	Avg LOS
GS-1		6										6	0
GS-2		4										4	1
GS-3		5										5	2
GS-4		5	1									6	2
GS-5		8	2					2				12	2
GS-6		2					1	1	3	1		8	12
GS-7		21	1	2		2	1	6	3	2	2	40	6
GS-8		1	3	2	7		3	5	2	3	2	28	12
GS-9		10	4	8	7	4	5	6	3	3		50	12
GS-10					2				2			4	12
GS-11		22	12	6	9	21	3	7	4	3	11	98	13
GS-12	2	22	17	15	17	17	15	14	6	9	8	142	17
GS-13		9	15	23	44	21	19	31	19	9	22	212	21
GS-14	3	5	6	5	28	22	19	19	4	6	6	123	23
GS-15	4		1	2	4	7	10	4	2	2	5	41	29
SES		7											
Hourly		10											

2009 Number Of BPA Employees By GS Level And Step

	No Step	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Total	Avg LOS
GS-1													
GS-2													
GS-3		4										4	1
GS-4		6				1						7	1
GS-5	1	7	1		1					1	1	12	4
GS-6											1	1	8
GS-7	1	9			1			1	4	1	1	18	6
GS-8		2		1	3	3	2	6		2	3	22	16
GS-9		24	4	1	3	4	6	1	7	1	9	60	13
GS-10			1			1	2	1	1	1	1	8	7
GS-11		23	6	5	8	9	13	11	10	1	9	95	11
GS-12		32	21	23	44	39	25	40	14	11	8	257	14
GS-13	1	32	13	16	26	25	33	67	36	35	55	339	19
GS-14	1	14	13	6	22	17	14	17	33	20	21	178	21
GS-15	3	2		1	6	4	7	13	6	3	10	55	24
SES		10											
Hourly		32											

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Ways to Participate

- All forums are open to the public and will be noticed on the Integrated Program Review (IPR) external website at: <http://www.bpa.gov/corporate/Finance/IBR/IPR/>.
- Representatives from the Corps of Engineers, Bureau of Reclamation and Energy Northwest will be participating in the IPR process including presentations.
- All technical and managerial workshops will be held at BPA Headquarters.
- If participating by phone please dial into the bridge at 503-230-5566, then any time during or after the message and the double beep, enter 3981#. Presentation material will be posted on the IPR external website prior to the workshop taking place.
- The IPR process will include a public comment period for proposed program spending levels. The comment period opens May 10, 2010 and will close on July 29, 2010.
- Comments can be submitted at any of the scheduled workshops or submitted in writing to:
 - Bonneville Power Administration, P.O. Box 14428, Portland, OR 97293-4428,
 - Email to comment@bpa.gov,
 - Faxed to (503) 230-3285

BPA's Financial Disclosure Information

- All FY 2002-2009 information has been made publicly available by BPA on June 25, 2010 and does not contain Agency-approved Financial Information.