



Department of Energy

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

FREEDOM OF INFORMATION ACT PROGRAM

June 10, 2021

In reply refer to: FOIA #BPA-2021-00584-F

David Hannah
International Brotherhood of Electrical Workers Local 77
2101 Fourth Avenue, Suite 1000
Seattle, Washington, 98121
Email: dhannah@unionattorneysnw.com

Dear Mr. Hannah,

This communication concerns your agency records request submitted to the Bonneville Power Administration (BPA), made via the Freedom of Information Act, 5 U.S.C. § 552 (FOIA). Your request was received on April 14, 2021, and formally acknowledged on April 20, 2021.

Request

“Annual compensation (including base pay, commissions, overtime, bonuses, profit sharing, merit pay, incentives, housing allowance, retirement benefits, severance payments, etc.) for the Administrator and CEO, Deputy Administrator, Chief Operating Officer/ Acting Chief Operating Officer, Chief Administrative Officer, Senior Vice President - Power Services, Senior Vice President - Transmission Services, Executive Vice President – Chief Financial Officer, Executive Vice President - Chief Information Officer, Executive Vice President of Compliance, Audit, Risk Management, and EEO, Executive Vice President of Environment, Fish, and Wildlife, and Executive Vice President - General Counsel at Bonneville Power Administration for the calendar years of 2015, 2016, 2017, 2018, 2019, and 2020.”

Response

BPA searched for and gathered responsive records from knowledgeable personnel in the agency’s Payroll and Travel office. No records were found for several categories mentioned in your request, including commissions, profit sharing, merit pay, incentives, housing allowance, and severance payments. This is typical for government service. Retirement benefits in the federal government consist of Social Security benefits, Thrift Savings Plan investments, and the Federal Employee Retirement System Basic Benefits Plan. Records on individual retirement accounts are not held by BPA. Please note the Equal Employment Opportunity (EEO) Manager was included in the responsive records along with the Executive Vice President of Compliance, Audit and Risk Management who oversees Civil Rights & EEO.

Six pages of responsive records were located. Those six pages accompany this communication, with minor redactions applied under 5 U.S.C. § 552(b)(6) (Exemption 6). A more detailed explanation of the applied exemptions follows.

Explanation of Exemptions

The FOIA generally requires the release of all agency records upon request. However, the FOIA permits or requires withholding certain limited information that falls under one or more of nine statutory exemptions (5 U.S.C. §§ 552(b)(1-9)). Further, section (b) of the FOIA, which contains the FOIA's nine statutory exemptions, also directs agencies to publicly release any reasonably segregable, non-exempt information that is contained in those records.

Exemption 6

Exemption 6 serves to protect Personally Identifiable Information (PII) contained in agency records when no overriding public interest in the information exists. BPA does not find an overriding public interest in a release of the information redacted under Exemption 6—specifically, BPA employees' personal identification numbers. This information sheds no light on the executive functions of the agency, and BPA finds no overriding public interest in its release. BPA cannot waive these PII redactions, as the protections afforded by Exemption 6 belong to individuals and not to the agency.

Lastly, as required by 5 U.S.C. § 552(a)(8)(A), information has been withheld only in instances where (1) disclosure is prohibited by statute, or (2) BPA foresees that disclosure would harm an interest protected by the exemption cited for the record. When full disclosure of a record is not possible, the FOIA statute further requires that BPA take reasonable steps to segregate and release nonexempt information. The agency has determined that in certain instances partial disclosure is possible, and has accordingly segregated the records into exempt and non-exempt portions.

Fees

There are no fees associated with processing your FOIA request.

Certification

Pursuant to 10 C.F.R. § 1004.7(b)(2), I am the individual responsible for the records search and information release and exemption determinations described above. Your FOIA request BPA-2021-00584-F is now closed with the responsive agency information 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.

Questions about this communication may be directed to BPA FOIA Public Liaison Jason E. Taylor at 503-230-3537 or jetaylor@bpa.gov. 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 the FOIA Public Liaison Jason Taylor at jetaylor@bpa.gov or 503-230-3537. Questions may also be directed to Thanh Knudson, Flux Resources LLP, at etknudson@bpa.gov or at 503-230-5221.

Sincerely,



Candice D. Palen
Freedom of Information/Privacy Act Officer

[Responsive agency records and information accompanies this communication.](#)

Employee Name	EE ID	Title	Start Date	End Date	Base Pay	Overtime	Bonus	Retention	Relocation
Elliot Mainzer	(b) (6)	Administrator and CEO	01/26/2014	08/31/2020	\$ 169,769.60	\$ -	\$ 13,627.00	\$ 19,654.08	\$ -
Gregory Delwiche		Deputy Administrator	03/09/2014	01/02/2016	\$ 182,548.80	\$ -	\$ 50,890.00	\$ -	\$ -
Claudia Andrews		Chief Operating Officer	03/09/2014	09/30/2016	\$ 167,585.63	\$ -	\$ 13,452.00	\$ 5,820.00	\$ -
John Hairston		Chief Administrative Officer	05/31/2015	10/02/2016	\$ 90,305.05	\$ -	\$ -	\$ -	\$ -
Mark Gendron		Senior Vice President - Power Services	03/09/2014	03/27/2017	\$ 176,488.00	\$ -	\$ 12,395.00	\$ 6,132.00	\$ -
Richard Shaheen		Senior Vice President - Transmission Services	12/04/2014	Current	\$ 180,897.60	\$ -	\$ 12,040.00	\$ 6,282.00	\$ -
Nancy Mitman		Executive Vice President - Chief Financial Officer	09/21/2014	07/31/2016	\$ 165,963.20	\$ 17.01	\$ -	\$ -	\$ -
Larry Buttress		Executive Vice President - Chief Information Officer	03/31/2013	09/17/2016	\$ 182,201.60	\$ -	\$ 12,389.00	\$ 6,348.00	\$ -
Godfrey Beckett		Equal Employment Manager	09/18/2005	12/01/2018	\$ 158,041.60	\$ -	\$ 2,722.00	\$ -	\$ -
F Lorraine Bodi		Executive Vice President of Environment, Fish, and Wildlife	01/14/2013	07/31/2018	\$ 182,548.82	\$ -	\$ 12,755.00	\$ 6,348.00	\$ -
Mary Jensen		Executive Vice President – General Counsel	03/22/2015	Current	\$ 116,958.24	\$ -	\$ -	\$ -	\$ -

Employee Name	EE ID	Title	Start Date	End Date	Base Pay	Overtime	Bonus	Retention	Relocation
Elliot Mainzer	(b) (6)	Administrator and CEO	01/26/2014	08/31/2020	\$ 177,276.80	\$ -	\$ 13,627.00	\$ 44,467.08	\$ -
Gregory Delwiche	(b) (6)	Deputy Administrator	03/09/2014	01/02/2016	\$ 44,529.81	\$ -	\$ 33,320.00	\$ -	\$ -
Dan James	(b) (6)	Deputy Administrator	06/26/2016	Current	\$ 74,476.80	\$ -	\$ -	\$ -	\$ -
Claudia Andrews	(b) (6)	Chief Operating Officer	03/09/2014	09/30/2016	\$ 200,380.80	\$ -	\$ 13,452.00	\$ 20,226.03	\$ -
John Hairston	(b) (6)	Acting Chief Operating Officer	10/02/2016	01/07/2017	\$ 32,240.00	\$ -	\$ -	\$ -	\$ -
John Hairston	(b) (6)	Chief Administrative Officer	05/31/2015	10/02/2016	\$ 135,408.00	\$ -	\$ -	\$ -	\$ -
Mark Gendron	(b) (6)	Senior Vice President - Power Services	03/09/2014	03/27/2017	\$ 181,161.60	\$ -	\$ 8,904.00	\$ 20,953.74	\$ -
Richard Shaheen	(b) (6)	Senior Vice President - Transmission Services	12/04/2014	Current	\$ 184,062.40	\$ -	\$ 9,075.00	\$ 26,634.36	\$ -
Nancy Mitman	(b) (6)	Executive Vice President - Chief Financial Officer	09/21/2014	07/31/2016	\$ 138,536.10	\$ -	\$ 13,372.00	\$ -	\$ -
Luis Fernandez	(b) (6)	Executive Vice President - Chief Financial Officer	08/07/2016	06/13/2017	\$ 70,014.06	\$ 451.29	\$ 100.00	\$ -	\$ -
Larry Buttress	(b) (6)	Executive Vice President - Chief Information Officer	03/31/2013	09/17/2016	\$ 141,697.60	\$ -	\$ 9,215.00	\$ 21,327.96	\$ -
Godfrey Beckett	(b) (6)	Equal Employment Manager	09/18/2005	12/01/2018	\$ 159,641.61	\$ -	\$ 1,247.00	\$ -	\$ -
F Lorraine Bodi	(b) (6)	Executive Vice President of Environment, Fish, and Wildlife	01/14/2013	07/31/2018	\$ 184,268.80	\$ -	\$ 12,831.00	\$ 26,667.36	\$ -
Mary Jensen	(b) (6)	Executive Vice President – General Counsel	03/22/2015	Current	\$ 161,136.00	\$ -	\$ 9,324.00	\$ -	\$ -

Employee Name	EE ID	Title	Start Date	End Date	Base Pay	Overtime	Bonus	Retention	Relocation
Elliot Mainzer	(b) (6)	Administrator and CEO	01/26/2014	08/31/2020	\$ 185,744.00	\$ -	\$ 21,462.00	\$ 34,006.80	\$ -
Dan James	(b) (6)	Deputy Administrator	06/26/2016	Current	\$ 168,067.20	\$ -	\$ 11,333.00	\$ -	\$ -
Claudia Andrews	(b) (6)	Chief Operating Officer	03/09/2014	09/30/2016	\$ -	\$ -	\$ 49,435.00	\$ -	\$ -
John Hairston	(b) (6)	Acting Chief Operating Officer	10/02/2016	01/07/2017	\$ 12,896.00	\$ -	\$ -	\$ -	\$ -
Janet Herrin	(b) (6)	Chief Operating Officer	01/08/2017	10/01/2019	\$ 165,600.00	\$ -	\$ 30,600.00	\$ -	\$ 10,856.64
John Hairston	(b) (6)	Chief Administrative Officer	01/07/2017	09/30/2019	\$ 164,812.80	\$ -	\$ 20,187.00	\$ -	\$ -
Mark Gendron	(b) (6)	Senior Vice President - Power Services	03/09/2014	03/27/2017	\$ 111,915.20	\$ -	\$ 12,767.00	\$ -	\$ -
Robin Furrer	(b) (6)	Senior Vice President - Power Services	04/16/2017	06/10/2017	\$ 26,636.80	\$ -	\$ -	\$ -	\$ -
Joel Cook	(b) (6)	Senior Vice President - Power Services	06/11/2017	04/28/2021	\$ 89,700.00	\$ -	\$ 45,000.00	\$ -	\$ -
Richard Shaheen	(b) (6)	Senior Vice President - Transmission Services	12/04/2014	Current	\$ 186,222.40	\$ -	\$ 12,957.00	\$ 22,633.91	\$ -
Luis Fernandez	(b) (6)	Executive Vice President - Chief Financial Officer	08/07/2016	06/13/2017	\$ 90,264.33	\$ -	\$ -	\$ -	\$ -
Benjamin Berry	(b) (6)	Executive Vice President - Chief Information Officer	06/25/2017	Current	\$ 82,110.00	\$ -	\$ 10,000.00	\$ -	\$ -
Tom McDonald	(b) (6)	Executive Vice President - Compliance, Audit and Risk Management	10/01/2017	08/31/2020	\$ 31,340.01	\$ -	\$ -	\$ -	\$ -
Godfrey Beckett	(b) (6)	Equal Employment Manager	09/18/2005	12/01/2018	\$ 161,243.20	\$ -	\$ 1,806.00	\$ -	\$ -
F Lorraine Bodi	(b) (6)	Executive Vice President of Environment, Fish, and Wildlife	01/14/2013	07/31/2018	\$ 186,222.40	\$ -	\$ 31,243.00	\$ 22,633.91	\$ -
Mary Jensen	(b) (6)	Executive Vice President – General Counsel	03/22/2015	Current	\$ 171,043.20	\$ -	\$ 16,190.00	\$ -	\$ -

Employee Name	EE ID	Title	Start Date	End Date	Base Pay	Overtime	Bonus	Retention	Relocation
Elliot Mainzer	(b) (6)	Administrator and CEO	01/26/2014	08/31/2020	\$ 188,768.00	\$ -	\$ 14,960.00	\$ 47,350.08	\$ -
Dan James		Deputy Administrator	06/26/2016	Current	\$ 176,401.60	\$ -	\$ 11,843.00	\$ -	\$ -
Janet Herrin		Chief Operating Officer	01/08/2017	10/01/2019	\$ 186,226.24	\$ -	\$ 12,600.00	\$ -	\$ 4,732.75
John Hairston		Chief Administrative Officer	01/07/2017	09/30/2019	\$ 186,803.20	\$ -	\$ 12,541.00	\$ -	\$ -
Joel Cook		Senior Vice President - Power Services	06/11/2017	04/28/2021	\$ 179,400.00	\$ -	\$ 9,000.00	\$ -	\$ 8,286.09
Richard Shaheen		Senior Vice President - Transmission Services	12/04/2014	Current	\$ 187,859.50	\$ -	\$ 9,350.00	\$ -	\$ -
Michelle Manary		Executive Vice President - Chief Financial Officer	09/30/2018	Current	\$ 35,840.00	\$ -	\$ 50.00	\$ -	\$ -
Benjamin Berry		Executive Vice President - Chief Information Officer	06/25/2017	Current	\$ 179,400.01	\$ -	\$ 9,000.00	\$ -	\$ -
Tom McDonald		Executive Vice President - Compliance, Audit and Risk Management	10/01/2017	08/31/2020	\$ 162,968.08	\$ -	\$ 1,163.00	\$ -	\$ -
Godfrey Beckett		Equal Employment Manager	09/18/2005	12/01/2018	\$ 160,331.20	\$ -	\$ 597.00	\$ -	\$ -
Tonya Bligen		Equal Employment Manager	09/02/2018	Current	\$ 34,563.20	\$ -	\$ -	\$ -	\$ -
F Lorraine Bodi		Executive Vice President of Environment, Fish, and Wildlife	01/14/2013	07/31/2018	\$ 132,350.15	\$ -	\$ 34,055.00	\$ -	\$ -
Scott Armentrout		Executive Vice President of Environment, Fish, and Wildlife	10/28/2018	Current	\$ 19,070.40	\$ -	\$ -	\$ -	\$ 824.61
Mary Jensen		Executive Vice President – General Counsel	03/22/2015	Current	\$ 182,947.20	\$ -	\$ 17,243.00	\$ -	\$ -

Employee Name	EE ID	Title	Start Date	End Date	Base Pay	Overtime	Bonus	Retention	Relocation
Elliot Mainzer	(b) (6)	Administrator and CEO	01/26/2014	08/31/2020	\$ 190,891.96	\$ -	\$ 11,531.76	\$ 47,867.36	\$ -
Dan James		Deputy Administrator	06/26/2016	Current	\$ 184,403.20	\$ -	\$ 12,435.00	\$ -	\$ -
Janet Herrin		Chief Operating Officer	01/08/2017	10/01/2019	\$ 157,214.46	\$ -	\$ 27,010.00	\$ -	\$ -
John Hairston		Chief Operating Officer	10/01/2019	09/01/2020	\$ 36,856.00	\$ -	\$ -	\$ 3,698.10	\$ -
John Hairston		Chief Administrative Officer	01/07/2017	09/30/2019	\$ 154,475.20	\$ -	\$ 15,049.00	\$ -	\$ -
Robin Furrer		Chief Administrative Officer	10/01/2019	Current	\$ 36,532.00	\$ -	\$ 100.00	\$ 3,665.50	\$ -
Joel Cook		Senior Vice President - Power Services	06/11/2017	04/28/2021	\$ 186,849.61	\$ -	\$ 12,600.00	\$ -	\$ -
Richard Shaheen		Senior Vice President - Transmission Services	12/04/2014	Current	\$ 191,444.80	\$ -	\$ 13,272.00	\$ -	\$ -
Michelle Manary		Executive Vice President - Chief Financial Officer	09/30/2018	Current	\$ 186,368.00	\$ -	\$ 13,090.00	\$ -	\$ -
Benjamin Berry		Executive Vice President - Chief Information Officer	06/25/2017	Current	\$ 186,849.68	\$ -	\$ 12,600.00	\$ -	\$ -
Tom McDonald		Executive Vice President - Compliance, Audit and Risk Management	10/01/2017	08/31/2020	\$ 169,745.60	\$ -	\$ 11,446.00	\$ -	\$ -
Godfrey Beckett		Equal Employment Manager	09/18/2005	12/01/2018	\$ 33,360.32	\$ -	\$ 3,610.50	\$ -	\$ -
Tonya Bligen		Equal Employment Manager	09/02/2018	Current	\$ 131,800.02	\$ -	\$ 1,025.00	\$ -	\$ -
Scott Armentrout		Executive Vice President of Environment, Fish, and Wildlife	10/28/2018	Current	\$ 165,276.80	\$ -	\$ -	\$ -	\$ 44,134.48
Mary Jensen		Executive Vice President – General Counsel	03/22/2015	Current	\$ 191,052.80	\$ -	\$ 16,605.00	\$ -	\$ -

Employee Name	EE ID	Title	Start Date	End Date	Base Pay	Overtime	Bonus	Retention	Relocation
Elliot Mainzer	(b) (6)	Administrator and CEO	01/26/2014	08/31/2020	\$ 141,970.70	\$ -	\$ 20,384.00	\$ 3,698.08	\$ -
John Hairston	(b) (6)	Administrator and CEO	09/01/2020	Current	\$ 60,505.60	\$ -	\$ -	\$ 1,818.39	\$ -
Dan James	(b) (6)	Deputy Administrator	06/26/2016	Current	\$ 200,132.02	\$ -	\$ 18,995.00	\$ -	\$ -
Janet Herrin	(b) (6)	Chief Operating Officer	01/08/2017	10/01/2019	\$ -	\$ -	\$ 16,346.00	\$ -	\$ -
John Hairston	(b) (6)	Chief Operating Officer	10/01/2019	09/01/2020	\$ 143,316.80	\$ -	\$ 19,461.00	\$ 14,379.69	\$ -
Tom McDonald	(b) (6)	Chief Operating Officer	09/01/2020	04/25/2021	\$ 54,758.40	\$ -	\$ -	\$ -	\$ -
Robin Furrer	(b) (6)	Chief Administrative Officer	10/01/2019	Current	\$ 203,692.80	\$ -	\$ 22,352.00	\$ 20,417.50	\$ -
Joel Cook	(b) (6)	Senior Vice President - Power Services	06/11/2017	04/28/2021	\$ 201,880.80	\$ -	\$ 21,039.00	\$ -	\$ -
Richard Shaheen	(b) (6)	Senior Vice President - Transmission Services	12/04/2014	Current	\$ 201,553.44	\$ -	\$ 21,396.00	\$ -	\$ -
Michelle Manary	(b) (6)	Executive Vice President - Chief Financial Officer	09/30/2018	Current	\$ 200,716.00	\$ -	\$ 18,090.00	\$ -	\$ -
Benjamin Berry	(b) (6)	Executive Vice President - Chief Information Officer	06/25/2017	Current	\$ 201,880.86	\$ -	\$ 18,989.00	\$ -	\$ -
Tom McDonald	(b) (6)	Executive Vice President - Compliance, Audit and Risk Management	10/01/2017	08/31/2020	\$ 129,462.40	\$ -	\$ 12,816.00	\$ -	\$ -
Christopher Frost	(b) (6)	Executive Vice President - Compliance, Audit and Risk Management	09/01/2020	12/30/2020	\$ 45,651.27	\$ -	\$ 950.00	\$ -	\$ -
Tonya Bligen	(b) (6)	Equal Employment Manager	09/02/2018	Current	\$ 149,948.00	\$ 292.46	\$ 2,750.00	\$ -	\$ -
Scott Armentrout	(b) (6)	Executive Vice President of Environment, Fish, and Wildlife	10/28/2018	Current	\$ 178,793.60	\$ -	\$ 14,197.00	\$ -	\$ 8,822.90
Mary Jensen	(b) (6)	Executive Vice President – General Counsel	03/22/2015	Current	\$ 203,822.40	\$ -	\$ 24,280.00	\$ -	\$ -