	<h1 style="margin: 0;">BPA MANUAL</h1> <h2 style="margin: 10px 0 0 0;">Chapter 400/500A: Compensation, Position, and Organizational Management</h2> <p style="margin: 10px 0 0 0;">Part: Personnel</p>	Page 400/ 500A-1
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400/500A.0 PURPOSE

This chapter describes Bonneville Power Administration (BPA)'s compensation (other than benefits), Federal classification, position, and organizational management policies. Combined with relevant law, regulations, and case law, the issuance of this chapter governs management's conduct of BPA's compensation, Federal classification, position, and organizational management policies. Consistent with the current Department of Energy (DOE) delegation order, this chapter issuance also exempts BPA from the provisions of any related DOE issuances, including DOE P 111.1, Departmental Organizational Management System, pertinent parts of DOE O 135.1, Budget Execution-Funds Distribution and Control, DOE O 322.1, Pay and Leave Administration, and Hours of Duty, and DOE O 325.1, Position Classification.

400/500A.1 DEFINITIONS

No information in this section.


400/500A.2 POLICY

BPA's compensation, position, and organizational management systems and processes have been established and are used to:

- A. Create, maintain, and revise BPA organizational structures and configurations**, reflective of BPA's legal and regulatory responsibilities and in support of high quality customer, client, and constituent service delivery.
- B. Assign work to individual BPA positions to carry out its responsibilities** under Federal laws and regulation in the most cost-effective, efficient, and quality output-oriented manner possible.
- C. Provide monetary compensation to BPA employees**, in full compliance with all pertinent provisions of Federal law and regulation, and negotiated contractual obligations.

400/500A.3 RESPONSIBILITIES

- A. Administrator and the Chief Executive Officer assigns** compensation, position, and organizational design/implementation personnel management authorities to subordinate managers and supervisors.
- B. Chief Operating Officer insures that assigned personnel management authorities** are exercised in support of BPA's mission requirements, in the most effective and efficient manner possible.
- C. Chief Human Capital Officer (CHCO), through appropriate staff, develops BPA policy/procedures** for implementation of pertinent personnel management authorities and evaluates the utilization of these authorities to assure compliance with Federal law, regulation, and BPA policy. The HCM staff carries out personnel management authorities specified in *BPA Manual Chapter 21* and administers provisions of issuances covered or authorized by this chapter.
- D. Managers and Supervisors carry out responsibilities in conformance** to Federal law/regulation and BPA policy/procedure, ensure organizational structures are designed to most effectively support BPA mission requirements, assign individual duties and responsibilities to positions in the most effective and efficient manner, and ensure pay levels assigned to individual positions are commensurate with assigned duties and responsibilities.


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400/500A.4 PROCEDURES

No information in this section.

400/500A.5 REFERENCES

- A. **5 Code of Federal Regulations, (CFR), Part 210**, Basic Concepts and Definitions (General);
- B. **5 CFR, Part 511**, Classification under the General Schedule;
- C. **5 CFR, Part 530**, Pay Rates and Systems (General);
- D. **5 CFR, Part 531**, Pay Under the General Schedule;
- E. **5 CFR, Part 534**, Pay Under Other Systems;
- F. **5 CFR, Part 536**, Grade And Pay Retention;
- G. **5 CFR, Part 550**, Pay Administration (General);
- H. **5 CFR, Part 551**, Pay Administration Under the Fair Labor Standards Act;
- I. **5 CFR, Part 575**, Recruitment and Relocation Bonuses, Retention Allowances, Supervisory Differentials;
- J. **5 CFR, Part 610**, Hours of Duty;
- K. **5 CFR, Part 630**, Absence and Leave;
- L. **5 United States Code, (USC), Chapter 1**, Organization;
- M. **5 USC, Chapter 3**, Powers;
- N. **5 USC, Chapter 5**, Administrative Procedures;
- O. **5 USC, Chapter 6**, The Analysis of Regulatory Functions;
- P. **5 USC, Chapter 7**, Judicial Review;
- Q. **5 USC, Chapter 9**, Executive Reorganization;
- R. **5 USC, Chapter 51**, Classification;
- S. **5 USC, Chapter 53**, Pay Rates and Systems;
- T. **5 USC, Chapter 55**, Pay Administration;
- U. **5 USC, Chapter 57**, Travel, Transportation, and Subsistence;
- V.. **5 USC, Chapter 59**, Allowances;
- W. **5 USC, Chapter 61**, Hours of Work;
- X. **5 USC, Chapter 63**, Leave;
- Y. **16 USC, 832**, Bonneville Project Act of 1937, (as amended);
- Z. **Public Law 92-392, Section 9b**, August 18, 1972;
- AA. **BPA Manual Chapter 21**, Internal Delegations of Authority.
- BB. **Personnel Letter Number 511-1**, Position Classification

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Personnel Letter Number 511-2, Accretion of Duties for Annual Employees

Personnel Letter Number 511-7, Technical Career Path Development and Staffing Program.

Personnel Letter Number 530-1, Multiple Wage Rate Scale for Employees in the Student Temporary Employment Program Performing Hourly Work.

Personnel Letter Number 530-2, Pay Retention for Certain Federal Employees Entering Hourly Trainee Positions.

Personnel Letter Number 530-3, Recruitment/Relocation Bonuses and Retention Incentives for Hourly Employees.

Personnel Letter Number 531/451, Quality Step Increase (QSI)

Personnel Letter Number 531-1, Requirements for Granting and Denying Within Range Increases (WRI)

Personnel Letter Number 531-2, Advanced In-Hire Rate: Appointments Above the Minimum Rate of the Grade Because of Superior Qualifications

Personnel Letter Number 531-3, Policy for Discretionary Rates of Pay for General Schedule Positions

Personnel Letter Number 536-1, Grade and Pay Retention

Personnel Letter Number 537-1, Repayment of Student Loans

Personnel Letter Number 550-1, Overtime, Comp Time, Premium Pay and Adjustment of Work Schedules for Religious Observances

Personnel Letter Number 550-2, On-Call Work Assignments and Scheduling for Annual Employees Under Title 5 USC and 5 CFR

Personnel Letter Number 551-1, Fair Labor Standards Act (FLSA)

Personnel Letter Number 572-1, Reimbursement of Travel and Transportation Expenses for Pre-Employment Interviews and Travel to First Post of Duty

Personnel Letter Number 575-1, Differentials for Annual/Limited Supervisors of Hourly Employees

Personnel Letter Number 575-2, Recruitment and Relocation Incentives for Annual Employees

Personnel Letter Number 576-1, Voluntary Separation Incentive Payments (VSIP)

Personnel Letter Number 610-3, Telecommuting Guidance

Personnel Letter Number 610-5, Hours of Duty

Personnel Letter Number 630-1 through 630-1 Chapter 12, Leave Administration