

The National Defense Authorization Act (NDAA) for Fiscal Year 2010 directed the Secretary of Defense to use his authority to promulgate agency rules and regulations to establish a fair, credible, transparent civilian performance management system. As a result, the Department of Defense (DoD), through a collaborative labor-management process, developed the DoD Performance Management and Appraisal Program (DPMAP), effective 4 Feb 2016, and applicable to all DoD employees.

The DPMAP provides a framework for supervisors and managers to communicate expectations and job performance. It will also link individual employee performance and organizational goals, facilitate a fair and meaningful assessment of employee performance and establishes a systematic process for planning, monitoring, evaluating, and recognizing and rewarding employee performance that contributes to mission success.

By implementing this new evaluation system it will nurture a high-performance culture that promotes meaningful and ongoing dialogue between employees and supervisors and holds both accountable for performance.

The Army Medical Command (MEDCOM) will transition to the DPMAP beginning 1 November 2017 in order to support the DoD performance management policy. We, here at BJACH, will begin this process during that time frame. In order for all of our civilian staff to transition smoothly we need to all be on the same time frame with our current rating periods.

We will extend the Base System (GS-01 through GS-08) evaluations from 31 March to 30 September 2017; this will result in an extended Annual Evaluation to 18 rated months.

We will shorten the Senior System (GS-10 through GS-12) evaluations from 31 October to 30 September 2017; this will result in a Special Evaluation of 11 rated months.

We will extend the Senior-Senior System (GS-13 through GS-15) evaluations from 30 June to 30 September 2017, resulting in an extended Annual Evaluation to 15 rated months.

If you have any questions concerning this process please do not hesitate to contact the Civilian Human Resources Branch, either Ms. Carol Bliss at 531-3248 or Mr. Mike Jefferies, 531-3314.

Thank you for your continued support and cooperation!