



DPMAP: 21st Century Performance Management IMCOM Update - #1

GREETINGS from HQ IMCOM

As you are aware IMCOM is transitioning to a new performance management system called Defense Performance Management Appraisal Program (DPMAP). Our first employees at West Point and Fort Hamilton transition in April 2017. When the process is complete over 26,000 IMCOM employees will participate in the new system. As we move along the lengthy transition process we'll provide updates with notes, tips, and info regarding the process to keep you informed.

BACKGROUND

The National Defense Authorization Act (NDAA) for Fiscal Year 2010 provided the Secretary of Defense authority to promulgate agency rules and regulations providing for: 1) a new performance management program and 2) redesigned procedures for use within the Department of Defense (DOD) to make appointments to positions within the competitive service.

Representatives from the DOD Components, organizations that represent DOD employees (i.e., unions, Federal Managers Association), the Officer of Personnel Management (OPM), and other stakeholders worked collaboratively for more than 18 months to plan and carry out the pre-decisional process for developing recommendations for the new personnel authorities. The process came to be known as "New Beginnings." The inclusive collaborative process was beneficial in that it provided the Department with the perspectives and ideas from those most directly affected by the Department's civilian personnel policies and practices-it's employees, supervisors, and managers.

WHO'S IN? WHO'S OUT?

DPMAP will include nearly all IMCOM Appropriated Fund (APF) employees. Those not included in the new system are Defense Civilian Intelligence Personnel System (DCIPS), Acquisition Demonstration Project (AcqDemo), Senior Executive Service (SES), and Non-Appropriated Fund (NAF) employees. But those in these systems, plus military members, that supervise employees in DPMAP will still have to take the DPMAP training.

The familiar Total Army Performance Management System (TAPES) will sunset as employees move to the new personnel management system, Defense Personnel Management Appraisal Program (DPMAP) between April 2017 and June 2018. As we prepare for implementation across the DoD employees, supervisors, and managers will receive training on new processes, systems, and forms.

Until next time...Stay Tuned and Stay Positive!