



DPMAP: 21st Century Performance Management IMCOM Update - #2

Quick Facts: Defense Performance Management Appraisal Program (DPMAP)

Who: Most Civilian employees in the Department of Defense (26,000 in IMCOM)

What: A new collaborative performance appraisal system

When: IMCOM transition begins April 2017 and continues in phases through the June 2018.

Why: In the 2010 NDAA, Congress ordered DoD to develop a new collaborative “performance appraisal system that is fair, credible, and transparent.”

What Do The Changes Mean For Employees

Employees will be rated on a 3-tiered evaluation system:

5=Outstanding

3=Fully Successful

1=Unsuccessful

How Will It Work

You and your supervisor will work together to develop a written performance plan that details your job duties and your goals for the upcoming year.

Performance goals use **SMART criteria**: Specific, Measurable, Achievable, Relevant, and Timely.

You and your supervisor must **meet at least three times** during the year to discuss progress toward meeting your performance goals.

Your supervisor must tell you right away if your work needs improvement and explain what you must do to **improve your performance**.

Help **write your own performance assessment** using the online MyPerformance system.

Overall, you will have clear objectives, more interaction with your supervisor regarding your performance, and greater input on your performance rating.

When Will You Transition To New Beginnings (DPMAP)

Across IMCOM a phased transition will run from April 2017 through June 2018.

April 2017 - West Point / Fort Hamilton employees

July 2017 - GS 13-15 and equivalent WS employees

November 2017 - GS 09-12 and equivalent WL employees

June 2018 - GS 01-08 and equivalent WL, WD, WN, WG employees

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