

NOAA Performance Management Fact Sheet and Comparison Chart

	Two-Level	Five-Level	Demonstration Project
Coverage	General Schedule	General Schedule, Wage Marine, Federal Wage System	ZA, ZP, ZT, ZS
Appraisal Cycle	Oct. 1 – Sep. 30	Oct. 1 – Sep. 30 Wage Marines = Nov. 1 – Oct. 31	Oct. 1 – Sep. 30
Minimum Appraisal Period	120 days	120 days	120 days
Performance Planning	Plans must be in place within 60 days of beginning of appraisal cycle	Plans must be in place within 60 days of beginning of appraisal cycle	Plans must be in place within 60 days of beginning of appraisal cycle
Form	Form CD-516	Form CD-430	Form CD-541
Critical Elements	Minimum of 2 critical elements in plan	Minimum of 3, maximum of 5 critical elements in plan	Minimum of 2, maximum of 6 critical elements in plan
Mandatory Critical Elements	Required element for Property Accountability Officers, Property Mgmt Officers, and Property Custodians	Customer Service for all employees; Leadership/Management for supervisors; also, required element for Property Accountability Officers, Property Mgmt Officers, and Property Custodians	Required element for Property Accountability Officers, Property Mgmt Officers, and Property Custodians
Weighting	All critical elements evaluated on par with one another, no weighting	Relative importance of critical elements demonstrated through weighting; weight for all elements must equal 100%; no element weighted less than 15%	Relative importance of critical elements demonstrated through weighting; weight for all elements must equal 100%; minimum weight is 5%, maximum weight is 60%
Progress Reviews	1 is mandatory at midpoint of appraisal cycle. Additional progress reviews optional.	1 is mandatory at midpoint of appraisal cycle. Additional progress reviews optional.	1 is mandatory at midpoint of appraisal cycle. Additional progress reviews optional.
Evaluation	Performance Indicators used to evaluate critical elements	Generic and Supplemental Performance Standards used to evaluate critical elements	Benchmark Standards and sometimes supplemental standards used to evaluate critical elements

	Two-Level	Five-Level	Demonstration Project
Eligibility for Rating	Must occupy a covered position on last day of appraisal cycle and must have served at least 120 days in covered position during cycle	Must occupy a covered position on last day of appraisal cycle and must have served at least 120 days in covered position during cycle	Must occupy a covered position on last day of appraisal cycle and must have served at least 120 days in covered position during cycle
Written Documentation for Summary Rating	No required written justification of "Meets or Exceeds" rating	All ratings require overall written justification, justification of each element, or both	Rating official must address any noted performance deficiencies in writing
Rating Levels	"Meets or Exceeds Expectations" or "Does Not Meet Expectations"	Level 5, Level 4, Level 3, Level 2, or Level 1	Eligible, Unsatisfactory (final score will also be provided to employee)
Higher-Level Review	Only "Does Not Meet Expectations" rating requires 2 nd Line review	Approving Official reviews all performance plans and final ratings	Pay Pool Manager must approve all ratings and final scores
Supervisory Chain	Rating Officials = 1 st Line; Reviewing Officials = 2 nd Line	Rating Officials = 1 st Line; Approving Officials = 2 nd Line	Rating Officials = 1 st Line; Pay Pool Manager = 2 nd Line
Performance Awards	No Performance Awards, awards not linked to rating of record	Performance Awards linked to progress towards organizational goals, rating of record	Pay increase and bonus linked to final score and rating of record
RIF Credit	Meets or Exceeds Expectations = 12 years; Does Not Meet Expectations = 0 years	Level 5 = 20 years; Level 4 = 16 years; Level 3 = 12 years; Level 2 = 0 years; Level 1 = 0 years	Top 30% of pay pool scores = 10 years; all remaining pay pool employees with Eligible rating = 5 years
Reconsideration of Rating	Informal grievance procedures and formal grievances through negotiated procedures or DOC Grievance Procedures	Informal grievance procedures and formal grievances through negotiated procedures or DOC Grievance Procedures	Informal grievance procedures and formal grievances through negotiated procedures or DOC Grievance Procedures