



SECRETARY OF THE AIR FORCE  
WASHINGTON

MAY 17 2016

MEMORANDUM FOR ALL CIVILIAN AIRMEN AND THEIR SUPERVISORS

SUBJECT: Defense Performance Management and Appraisal Program (DPMAP)


The Air Force's most important asset is its people. Our Airmen, including our Civilian Airmen, are critical to accomplishing the Air Force's mission. The Department of Defense (DoD) is implementing a collaborative labor-management effort for civilians known as "New Beginnings." Since 2010, dedicated teams of individuals from across DoD, both labor and management, researched and developed the New Beginnings initiatives.

New Beginnings focuses on institutionalizing a culture of high performance through greater employee and supervisor communication and accountability, increased employee engagement, transparent processes, and improved capabilities in recruiting, developing, and rewarding our workforce. Several New Beginnings initiatives have already been implemented to assist supervisors and managers in the hiring process by providing a variety of resources and tools.

A major element of New Beginnings is the DPMAP, a DoD-wide performance management program that will cover the majority of our Air Force civilians. The new program will bring some administrative changes, but the key tenet of our current civilian evaluation system will be retained--individual performance will be linked to organizational mission and goals and will ensure continuous communication and recognition between employees and supervisors. Although some DoD organizations will implement DPMAP in 2016, Air Force implementation will begin on 1 April 2017, with the first annual evaluation in the new system occurring in April 2018. In the coming months, all employees covered by DPMAP--those in the General Schedule, Federal Wage Schedule, and several additional employee groups and their supervisors will receive mandatory training. Airmen's time is valuable and will be balanced with training that is crucial to our successful transition to DPMAP and a new performance management culture for the Air Force.

I fully support the New Beginnings initiatives and the DPMAP. With your support, our Air Force team will make this new performance management program a success.

For more information on the Air Force implementation of the DPMAP, please visit myPers at [https://mypers.af.mil/app/answers/detail/a\\_id/30969](https://mypers.af.mil/app/answers/detail/a_id/30969). If you have any questions or need further information, please contact the New Beginnings POC in AF/A1C, Ms. Cynthia Manchester, [cynthia.a.manchester.civ@mail.mil](mailto:cynthia.a.manchester.civ@mail.mil).

  
Deborah Lee James  
Secretary of the Air Force

cc:  
AF/CV