



June 16, 2016

## New Civilian Appraisal Program (DPMAP)

- **Who:** All Department of Defense appropriated civilian employees except those excluded under applicable laws.
- **What:** DPMAP = DoD-wide Performance Management and Appraisal Program. DPMAP is part of the DoD's "New Beginnings" effort. Although national-level unions were involved in the development of DPMAP, labor bargaining is ongoing at the local level.
- **When:** Goes into effect on *1 April 2017*, with the first annual evaluation in April 2018.
- **Where** (do I get trained): **Mandatory training** options include **web-based training** via [Joint Knowledge Online](#) (course numbers are PM101A for part one and PM101B for part two), in-resident class or a combination of the two. **The online training is available now.**
- **Why:** DPMAP is being implemented per the 2010 National Defense Authorization Act requirement to provide a "fair, credible, and transparent" way to link employee bonuses to performance appraisals of employees.

### What's new for Air Force civilians?

- **Three** levels of appraisal (5-3-1) compared to two in the current system.
- For supervisory civilians, the number of supervisory critical performance elements will **equal or exceed** the number of non-supervisory (technical) elements.
- A description must be provided for each element rated "outstanding" or "unacceptable."
- DPMAP will use a **standardized automated performance appraisal tool called MyPerformance.** This will be the only tool authorized to create, review and approve performance plans, document modifications, progress reviews, employee input and performance appraisals.
- **Paperwork will be simplified** by using only one form, the DD Form 2906, instead of the four Air Force forms currently in use (AF Forms 860, 1003, 860A, and 860B).

NEW  
BEGINNINGS



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For more information on the DPMAP, visit [myPers](#).

## [2016 DoD Warrior Games](#)



Warrior Games will be hosted by the U.S. Army, from June 15- 21, at the U.S. Military Academy, West Point, N.Y. Click [here](#) for more coverage of Air Force wounded warrior athletes during Warrior Games. Follow/ Like AFW2 on [Instagram](#) and [Facebook](#).