MEMORANDUM FOR CHIEF MANAGEMENT OFFICER OF THE DEPARTMENT OF DEFENSE
SECRETARIES OF THE MILITARY DEPARTMENTS
CHAIRMAN OF THE JOINT CHIEFS OF STAFF
UNDER SECRETARIES OF DEFENSE
CHIEF OF THE NATIONAL GUARD BUREAU
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
DIRECTOR OF COST ASSESSMENT AND PROGRAM EVALUATION
INSPECTOR GENERAL OF THE DEPARTMENT OF DEFENSE
DIRECTOR OF OPERATIONAL TEST AND EVALUATION
CHIEF INFORMATION OFFICER OF THE DEPARTMENT OF DEFENSE
ASSISTANT SECRETARY OF DEFENSE FOR LEGISLATIVE AFFAIRS
ASSISTANT TO THE SECRETARY OF DEFENSE FOR PUBLIC AFFAIRS
DIRECTOR OF NET ASSESSMENT
DIRECTORS OF DEFENSE AGENCIES
DIRECTORS OF DOD FIELD ACTIVITIES

SUBJECT: Temporary Exception - Department of Defense Performance Management and Appraisal Program


As a temporary exception to policy, for employees whose performance appraisal cycle ends on or before June 30, 2020, and who have not already received a rating of record or acknowledged a performance plan for the next appraisal period, DoD Components may extend the processing timelines in Section 3 of DoDI 1400.25, Volume 431, as follows:

- All appraisals must be effective no later than August 1, 2020, except for academic institutions where appraisals must be effective no later than September 15, 2020;
• All employees must have an approved performance plan in place no later than 90 calendar days following the start of the next appraisal period; and

• The dates of an established performance appraisal cycle are not affected by this exception to policy.

Subject to any applicable labor relations obligations, these changes are effective immediately.

Should you have any questions, my point of contact for this matter is Ms. Amber Goodman, Human Resources Specialist, Labor and Employee Relations, whom you may reach at (571) 372-2021 or amber.d.goodman.civ@mail.mil.

Matthew P. Donovan