Current rule	Proposed rule	Description of change
§430.202(c)	§430.202(c)	Proposed rule substitutes a "minimum period established by the agency" for the fixed "120 calendar days" as the minimum period of time a position is not reasonably expected to
§430.202(d)	§430.202(d)	exceed to be excluded from coverage for the purpose of increasing agency flexibility. No change.
§ 430.202 (d)		Appraisal is broadened to allow more flexibility.
	3 1001200 111111	Appraisal period is revised to reinforce the expectation that appraisal periods generally last
		one year and to establish them as the basis for ratings of record.
		Appraisal program is added to distinguish specific appraisal procedures and requirements from agencywide appraisal policies and parameters established for the administration of
		performance appraisal within the agency. Appraisal system is revised to clarify that it refers only to an agencywide framework for ap-
		praisal system is revised to carry that it refers only to an agencywide namework for ap- praisal policy and to remove references to various system requirements that would no longer apply.
		<i>Critical element</i> is broadened to facilitate using performance planning to communicate ex-
		pectations, especially in team settings, by removing classification-centered references to duties and responsibilities of the position.
		Non-critical element is deleted because it is not needed.
		Performance is revised to broaden the definition, to reference work responsibilities as well as assignments, and to remove the classification-centered reference to a position to bet-
		ter accommodate team settings. Performance Appraisal System is retained without change.
		Performance Appraisal bystem is retained without change. Performance Management Plan is deleted because it is described in subpart A already.
		Performance plan is revised to reorient the definition to team settings and NPR goals and
		to permit the performance plan to be recorded in formats other than paper.
		Performance rating is added to replace the definition of "summary rating" which is no longer needed, to permit the performance rating to be recorded in formats other than
		paper, and to acknowledge that non-critical elements are optional.
		Performance standard is revised to remove language that implies that management should
		develop standards without employee input and to improve clarity.
		Progress review is revised to emphasize communication and the legitimacy of team ele- ments and standards.
		Rating is deleted because it is not needed.
		Rating of record is revised to refer to "performance rating" instead of "summary rating," to
		include the assignment of a summary rating level, to remove reference to the Perform- ance Management Plan, to specify that the rating of record generally applies to perform-
		ance over the entire appraisal period, and to specify that all references to official ratings,
		performance ratings, and ratings of record in title 5 of the Code of Federal Regulations
		refer to this definition. The purpose of these changes is to clarify the rating process and provide greater flexibility.
		Summary rating is deleted and replaced by a new term, "performance rating," and lan-
		guage in the "rating of record" definition (see above) to clarify the rating process and
	£ 420 204(a)	provide greater flexibility.
§430.204(a)	§ 430.204(a) § 430.204(b)	No change. Proposed rule adds new provision to require agencies to establish agencywide policies and
		parameters and sets forth minimum requirements for a system to reflect OPM's scope of review.
	§430.204(c),	Proposed rule adds new provision to encourage employee involvement in system and pro-
	§ 430.204(d)	gram development to reflect team settings and NPR goals.
	§430.205(a)	Proposed rule adds new provision that requires agencies to develop at least one appraisal program within the scope of agency systems to specify procedures and requirements to
		operate the performance appraisal system.
	§430.205(c)	Proposed rule adds new provision that permits the development of separate appraisal pro-
§430.204(b)	§430.206(b)(3),	grams to implement decentralized performance appraisal. Proposed rule revises and redesignates provisions requiring performance plans, appraisals,
3 100.20 1(0)	§ 430.207(b),	and summary ratings; and permits formats other than paper for recording performance
	§430.208(a)	plans to clarify the rating process and provide greater flexibility.
§430.204(c)	§ 430.206(b)(1)	Proposed rule retains provision for employee participation in establishing performance plans, deletes reference to examples of employee participation in establishing perform-
		ance plans to eliminate nonessential information, and deletes the provision that super-
		visory officials have ultimate authority to establish such plans to accommodate team set-
S 400 004(-1)(4)	S 400 000(h)(0) 0(0)	tings and support NPR goals.
§430.204(d)(1)	§430.206(b)(2)&(3)	Proposed rule revises and redesignates the provisions for job-related performance plans provided at the beginning of the appraisal period to clarify the rating process.
	(b)(4)	
		performance.
§430.204(d)(2)	§430.206(b)(5)	
§430.204(e)	§ 430.206(b)(6)	jectives in performance plans to provide for team setting and support NPR goals. Proposed rule permits agencies to use as few as two levels to appraise elements to pro-
	<u> </u>	vide greater flexibility (see section in supplementary information above), and continues
		requirement for Fully Successful standard and ability to appraise at levels without explicit
\$ 430 204(f)	8 430 206(b)(6)(ii)	standards. Proposed rule revises and redesignates requirement for written performance standard and
3 - 00.20-1(1)	3 -00.200(0)(0)(11)	deletes requirement for higher-level review of performance plans to provide greater flexi-
	1	bility.