Current rule	Proposed rule	Description of change
§531.404(a)	§531.404(a)	Proposed rule deletes reference to duties of the position to conform with definition of criti- cal element at § 430.203 and replaces reference to the locus of the rating of record defi- nition from the agency Performance Management Plan to the regulation at § 430.204 to accommodate regulatory changes.
§531.408	§531.409(b)	Proposed rule revises and redesignates provisions for communicating performance require- ments by including a reference to subpart B, replacing appraisal requirements by OPM for systems not under part 430 with agency-established requirements, and making other editorial changes to conform with revised terms in part 430 to provide greater flexibility.
	§531.409(c)(2)	
§531.409(c)(2) (i) & (iii)	§531.409(c)(3) (i) & (iii)	Proposed rule redesignates provisions regarding within-grade increase delays with no change.
§531.409(c)(2)(ii)	§531.409(c)(3)(ii)	Proposed rule makes editorial changes to conform with the revised terms in part 430 and to reference opportunity period.
	§531.409(c)(3)(iv)	Proposed rule adds requirement that within-grade increase is not granted if performance is not at an acceptable level of competence and references follow-up procedures to clarify the within-grade increase process.
§531.409(d)	§ 531.409(d) § 531.409(d)(5)	Proposed rule makes editorial changes to conform with the revised terms in part 430. Proposed rule adds new provision that includes 100% time spent on authorized activities of official interest to the agency as a reason to waive an ALOC determination to grant greater flexibility.
§531.409(d)(5)	§531.409(d)(6)	Proposed rule redesignates provision regarding long-term training with no change.
§531.501	§531.501	Proposed rule includes the title of Executive Order 11721 for easier reference and removes partial content of the Executive Order from regulation because it is not needed.
§531.503	§531.503	Proposed rule establishes a merit system principle rather than referencing recognition of outstanding performance as the context for granting QSI's to accommodate regulatory change at § 531.504.
§531.504	§531.504	Proposed rule revises the provision to permit agencies that choose not to have a Level 5 rating in their appraisal programs to establish performance-related criteria to grant QSI's to provide greater flexibility.
§531.506	§531.506	Proposed rule removes reference to completion of rating of record and ties effective date to approval of QSI to provide greater flexibility.
§531.507		Proposed rule removes requirement to include QSI plan as part of Performance Manage- ment Plan to ease administrative burden.
§531.507(a)-(e)	§531.507(a)	Proposed rule references rather than repeats the requirements of Executive Order 11721 because they are not needed.
§531.508(a)	§531.507(b)	Proposed rule revises and redesignates requirement for reporting QSI usage to clarify re- sponsibility.
	§531.507(c)	
§531.508(b)	§ 531.508	

E.O. 12866, Regulatory Review

This rule has been reviewed by the Office of Management and Budget in accordance with E.O. 12866.

Regulatory Flexibility Act

I certify that these regulations will not have a significant economic impact on a substantial number of small entities because they apply only to Federal agencies and employees.

List of Subjects

5 CFR Parts 430 and 451

Decorations, medals, awards, Government employees.

5 CFR Part 432

Administrative practice and procedure, Government employees.

5 CFR Part 531

Government employees, Law enforcement officers, Wages.

U.S. Office of Personnel Management. James B. King,

Director.

Accordingly, OPM is proposing to amend parts 430, 432, 451 and 531 of title 5, Code of Federal Regulations, as follows:

PART 430—PERFORMANCE MANAGEMENT

1. The authority citation for part 430 is revised to read as follows:

Authority: 5 U.S.C. chapter 43.

2. Subpart A is revised to read as follows:

Subpart A—Performance Management

Sec. 430.101 Authority.

430.102 Performance management.

Subpart A—Performance Management

§430.101 Authority.

Chapter 43 of title 5, United States Code, provides for performance appraisal of Federal employees. This subpart supplements and implements this portion of the law.

§430.102 Performance management.

(a) Performance management is the systematic process by which an agency involves its employees, as individuals and members of a group, in improving organizational effectiveness in the accomplishment of agency mission and goals.

(b) Performance management integrates the processes an agency uses to—

(1) Communicate and clarify organizational goals to employees;

(2) Identify individual and, where applicable, team accountability for accomplishing organizational goals;

(3) Identify and address developmental needs for individuals and, where applicable, teams;

(4) Assess and improve individual and organizational performance;