

Continuous Performance Management (CPM) 2025-26 Timeframe

Performance Year: January-December 2025
 Rating Effective Date: January 1, 2026

2025

Jan. 1 - Mar. 1, 2025

CPM Planning Period

June 30, 2025

“Exceptional” Payments:
 Last day to make payments for “Exceptional” based on 7/1/2024 PES rating

July 15, 2025

Market Adjustment:
 Based on 7/1/2024 PES rating

Oct. 1, 2025

Any employee appointed on or after Oct. 1 shall be rated “Not Evaluated” for the Jan. 1- Mar. 1, 2026 Evaluation Period

End of CPM 2025 Performance Year

Performance Year: January-December 2026
 Rating Effective Date: January 1, 2027

2026

Jan. 1 - Mar. 1, 2026

CPM Evaluation Period for 2025

CPM Planning Period for 2026

Mar. 2, 2026

“Exceptional” Payments:
 Earliest date to make payments for “Exceptional” based on CPM 2025 Performance Year rating

Mar. 16, 2026

Deadline for employees to request Agency Review, for “Unsuccessful” ratings only

Apr. 16, 2026

Deadline to issue Agency Review Results for “Unsuccessful” ratings

Apr. 30, 2026

Deadline to render Performance Improvement Plan for “Unsuccessful” ratings only

Jul. 15, 2026

Market Adjustment:
 Based on CPM 2025 Performance Year rating

Oct. 1, 2026

Any employee appointed on or after Oct. 1 shall be rated “Not Evaluated” for the Jan. 1- Mar. 1, 2027 Evaluation Period

Dec. 31, 2026

“Exceptional” Payments:
 Last date to make payments for “Exceptional” based on CPM 2025 Performance Year rating