

Continuous Performance Management (CPM)

PES: Performance Evaluation System	CPM: Continuous Performance Management
Paper-based system	Electronic cloud-based (for agencies in LaGov), paper-based option
3 rating system: 1. Exceptional 2. Successful 3. Needs Improvement/Unsuccessful	5 rating system: 1. Exceptional 2. Exceeds Expectations 3. Successful 4. Needs Improvement 5. Unsuccessful
Timeframe: Fiscal year	Timeframe: Calendar year
Planning period: July 1 – September 30	Planning period: January 1 – March 1
Evaluation period: July 1 – August 31 (Sept 30 for Universities)	Evaluation period: January 1 – March 1
Evaluation rating effective date: July 1	Evaluation rating effective date: January 1
Employees who receive a “Needs Improvement/Unsuccessful” rating have until September 15 to request an Agency Review (Oct 15 for Universities)	Employees who receive an “Unsuccessful” rating have until March 16 to request an Agency Review
An Agency Review can be made up of an individual or panel	An Agency Review must be composed of at least 3 reviewers
Agency Review panel shall provide written notice of the results no later than October 15 (Nov 15 for Universities)	Agency Review panel shall provide written notice of the results no later than April 16
Director Review available	No Director Review
Employees who receive a rating of “Needs Improvement/Unsuccessful” are not eligible for: promotion, permanent status, detail to higher-level position (unless Director approved), market adjustment, or placement on the DPRL	Employees who receive a rating of “Needs Improvement” are not eligible for: promotion, permanent status, detail to higher-level position, or placement on the DPRL
  <p>STATECIVILSERVICE</p>	<p>NEW TO CPM</p> Employees who receive a rating of “Unsuccessful” are not eligible for: promotion, permanent status, detail to higher-level position, market adjustment, or placement on the DPRL Employees who receive a rating of “Unsuccessful” will be reported to the appointing authority for appropriate action.