

HHS UPDATE

NTEU National Treasury Employees Union

HHS Details Changes to PMAP Cycle, Format

At our request, NTEU was recently briefed on changes to the Performance Management Appraisal Program (PMAP) that HHS plans to implement. Here are details on the changes and answers to some of NTEU's questions:

Moving the PMAP cycle from a calendar year to a fiscal year.

Currently, the PMAP or annual appraisal cycle for all bargaining unit employees is the calendar year.

According to HHS, converting all employees to a fiscal year PMAP cycle will lead to discussions of performance management and individualized performance goals at the start of each fiscal year when agency-wide goals are being developed.

How would this change be implemented? PMAPs for this calendar year will end on Dec. 31. For calendar year (CY) 2020, the PMAP rating cycle will be only nine months, from Jan. 1 through Sept. 30, 2020. A new fiscal year PMAP cycle would begin on Oct. 1, 2020.

NTEU asked how the short PMAP cycle for part of CY 2020 will affect bargaining unit employees who have to accomplish a certain amount of work each performance cycle. HHS will be issuing guidance for supervisors on the truncated performance plan for next year, and PMAPs will be adjusted to account for the shorter rating cycle.

HHS also insisted that this short rating cycle would have no impact on employees' performance awards.

Moving from a paper-based to an electronic PMAP.

HHS is transitioning from a paper-based program to a computer-based PMAP. According to HHS, the computer-based system includes all the same fields currently on paper forms, and employees will be able to print out their PMAPs. Employees will receive notifications whenever their electronic PMAP is changed and will be able to review all related documents.

NTEU verified that employees will be able to challenge their PMAPs. If there are any changes to a PMAP, employees and their managers will be required to sign it again to make the new PMAP effective. Employees should soon receive notification of the change and instructions for training.

What's Next

While HHS claims there will be no impact on bargaining unit employees, NTEU has requested information from HHS to assess whether we should demand to bargain over the change to the PMAP cycle. NTEU may request to bargain over any changes to employees' conditions of employment that we believe are "more than de minimis."

NTEU is working every day to protect your rights in this difficult environment, and we will continue to keep you updated on our efforts.

Reminder

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"...to ensure that every federal employee is treated with dignity and respect."