



United States
**Office of
Personnel Management**

Washington, D.C. 20415

In Reply, Refer To

Your Reference

SEP 10 1986

Mr. William J. Riley, Jr.
Director of Personnel
United States Department of Agriculture
Washington, D.C. 20250

Dear Mr. Riley:

The purpose of this letter is to approve the Performance Management System (PMS) Plans required under section 430.103(b) of Title 5, Code of Federal Regulations.

The following plans for the U.S. Department of Agriculture are approved:

Performance appraisal plan for GS and Prevailing Rate employees (required at 5 U.S.C. 4302 and 4304).

Performance appraisal plan for the SES (required at 5 U.S.C. 4312).

Plan for making within-grade increase and quality step increase determinations (required under 5 CFR Part 531, Subparts D and E).

Superior Accomplishment Awards plan (required under Part 451, Subpart A).

We are also approving your request for exceptions to the implementation schedule to allow conformity with certain negotiated agreements and the extension of our December 24, 1985, approval of the interim performance appraisal plan for PMRS employees of the FSIS.

Any proposed changes to the PMS plans must be submitted to this office for prior approval if the change would affect a provision of the plan covered by regulation or law. Any other changes also should be sent to us in order that we are assured of maintaining updated copies of your plans in our files.

Sincerely,

Barbara L. Fiss
Acting Assistant Director
for Performance Management/PSO



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Mr. William J. Riley, Jr.
Director of Personnel
U.S. Department of Agriculture
Washington, D.C. 20250

SEP 10

Dear Mr. Riley:

The purpose of this letter is to approve the Department of Agriculture's Performance Management Plan (i.e., Parts I through VI of the PMRS Checklist, FPM Bulletin 540-30) of the Performance Management and Recognition System, in accordance with 5 U.S.C. 4305, 5 U.S.C. 5409 and FPM Bulletin 540-31.

This also approves the performance appraisal plan for PMRS employees (required at 5 U.S.C. 4302a).

Any subsequent change to your Performance Management Plan must be submitted to this office for approval.

Sincerely,

Barbara L. Fiss
Acting Assistant Director
for Performance Management/PSOG





United States
Department of
Agriculture

Office of
The Secretary

Office of
Personnel

Washington
D.C. 20250

MAY 7 1987

SUBJECT: FmHA Instruction 2060-A, Performance Appraisal

TO: Timothy J. Ryan, Director
Personnel Division
Farmers Home Administration

On September 10, 1986, the Office of Personnel Management (OPM) approved USDA's Performance Management Plan. A copy of that approval letter has already been sent to you. In accordance with OPM's approval, and your March 11, 1987 request, we are approving FmHA Instruction 2060-A, Performance Appraisal.

This approval is based on pen and ink changes provided by Marylee Harlan of your staff. Please provide us a copy of the final version when completed.

I would also like to point out that your plan contains several very useful references which nicely clarifies FmHA policy and procedures. I am sure these clarifications will be quite useful to managers, supervisors, and employees in implementing the new performance appraisal system in your agency.

Any future changes in your Performance Appraisal Plan must be submitted to OP for approval. Please direct any inquiries to Pat Mayo of my staff at 447-6905.

A handwritten signature in cursive script, appearing to read "Evelyn White".

EVELYN WHITE, Acting Chief
Compensation, Employment and
Performance Management Staff

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