

Defense Performance Management and Appraisal Program Implementation Schedule
October 2016-October 2018

➤ **Implementation, October 2016**

- Navy (Office of Civilian Human Resources Operations Centers)
- Defense MicroElectronics Activity
- Defense Security Cooperation Agency (Non-WHS Serviced)
- Defense Technical Information Center

➤ **Implementation, April 2017**

- Army (All Grades):
 - West Point (Exclusive of Administratively Determined Employees)
 - US Army Europe
 - US European Command (Inclusive of US Army Element Shape)
 - US Army Test and Evaluation Command
 - US Army Network Enterprise Technology Command
 - US Army Criminal Investigation Command
- Navy:
 - Bureau of Medicine and Surgery
 - Chief of Naval Operations
 - Commander, Navy Installations Command
 - Department of the Navy Assistant for Administration
 - Manpower, Personnel, Training, and Education (OPNAVNI)
- Air Force (Except for Academic Faculty that is delayed until June 2017)
- National Guard Bureau
- Defense Contract Audit Agency
- Defense Logistics Agency
- Defense Media Activity
- Department of Defense Human Resources Activity
- Missile Defense Agency (Interns/Recent Graduates)
- Office of the Inspector General of the Department of Defense
- Joint Staff
- Uniformed Services University of the Health Sciences

➤ **Implementation, May 2017**

- Department of Defense Education Activity:
 - Headquarters
 - Americas Support Positions, Group I
 - Americas Area/Regional Office and District Superintendents Office
 - Department of Defense Dependents Schools, Pacific Area/Regional Office and District Superintendents Office
 - Department of Defense Dependents Schools, Europe Area/Regional Office and District Superintendents Office
 - Administrators (Principals and Assistant Principals)

➤ **Implementation, June 2107**

- Air Force (Academic Faculty):
 - US Air Force Academy
 - Air University
 - Air Force Institute of Technology

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➤ **Implementation, July 2017**

- Army (ADs and WS/GS 13-15):
 - West Point (Inclusive of only Administratively Determined Employees)
 - US Army War College (Exclusive of Administratively Determined Employees)
 - US Army Training and Doctrine Command
 - US Army Materiel Command (Exclusive of FWS)
 - US Army North
 - US Army Acquisition Support Center
 - US Army Installation Management Command
 - US Military Entrance Processing Command
 - Headquarters, Department of the Army
 - US Army Cyber Command
 - US Army Africa
 - US Army Special Operations Command
 - Joint Activities
 - US Southern Command and Elements
 - US Africa Command and Element
 - US Forces Korea
 - US Army Element United Nations
 - US Joint Center for Intl Security Force Assistance
 - US Army Element US Special Operations Command
- Navy (Manpower, Personnel, Training, and Education/US Naval Academy)
- Defense Acquisition University
- Defense Health Agency:
 - Headquarters
 - National Capital Region Medical Directorate

➤ **Implementation, October 2017**

- Navy:
 - Commander, Navy Installations Command
 - Naval Education and Training Command
 - Naval Special Warfare Command
 - Naval Reserve Forces
 - United States Marine Corps
 - US Fleet Forces Command
 - US Pacific Fleet
- Defense Advanced Research Projects Agency
- Army (All Grades):
 - US Army Central Command

➤ **Implementation, November 2017**

- Army (WS/GS 9-12):
 - US Army War College (Exclusive of Administratively Determined Employees)
 - Headquarters, Department of the Army
 - US Army Training and Doctrine Command
 - US Army North
 - US Army Acquisition Support Center
 - US Army Installation Management Command

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- US Military Entrance Processing Command
 - US Army Africa
 - US Army Cyber Command
 - US Army Special Operations Command
 - Joint Activities:
 - US Southern Command and Elements
 - US Africa Command and Elements
 - US Forces Korea
 - US Army Element United Nations
 - US Joint Center for Intl Security Force Assistance
 - US Army Element US Special Operations Command
 - Army (All Grades):
 - US Army Medical Command
 - US Army South
 - US Army Forces Command (Exclusive of Army Reserve Command)
 - US Army Materiel Command (All Grades GS 12 and below, FWS Supervisors and Leaders)
- **Implementation, December 2017**
- Army:
 - US Army War College (Inclusive of only Administratively Determined Employees)
- **Implementation, April 2018**
- Army (All Grades):
 - US Army Corps of Engineers
 - Navy:
 - Bureau of Medicine and Surgery
 - Bureau of Naval Personnel
 - Chief of Naval Operations
 - Department of the Navy Assistant for Administration
 - Manpower, Personnel, Training, and Education (Naval Postgraduate School)
 - Military Sealift Command
 - Naval Air Systems Command (Headquarters and Program Executive Offices)
 - Naval Education and Training Command
 - Naval Facilities Engineering Command
 - Naval Supply Systems Command
 - Naval Reserve Force
 - Office of Naval Research
 - United States Marine Corps
 - Defense Commissary Agency
 - Defense Contract Management Agency
 - Defense Finance and Accounting Service
 - Defense Threat Reduction Agency
- **Implementation, May 2018**
- Department of Defense Education Activity:
 - Overseas Educators, Europe
 - Overseas Educators, Pacific
 - Americas, Educators

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- Europe – Support Positions
- Pacific – Support Positions

➤ **Implementation, June 2018**

- Army (WG/WL and GS 8 and Below):
 - Headquarters, Department of the Army
 - US Army War College (Exclusive of Administratively Determined Employees)
 - US Army North
 - US Army Training and Doctrine Command
 - US Army Acquisition Support Center
 - US Army Installation Management Command
 - US Military Entrance Processing Command
 - US Army Intelligence and Security Command
 - US Army Cyber Command
 - US Army Special Operations Command
 - US Army Africa
 - Joint Activities
 - US Southern Command and Elements
 - US Africa Command and Elements
 - US Forces Korea
 - US Army Element United Nations
 - US Joint Center for Intl Security Force Assistance
 - US Army Element US Special Operations Command
- Army (All Grades):
 - Army Reserve Command
 - Joint Special Operations Command
- US Army Materiel Command (All non-supervisor FWS)

➤ **Implementation, July 2018**

- Navy (Manpower, Personnel, Training, and Education/Naval War College)

➤ **Implementation, October 2018**

- Navy:
 - US Fleet Forces Command
 - US Pacific Fleet
 - Naval Sea Systems Command
 - Naval Air Systems Command
 - Strategic Systems Programs
 - United States Marine Corps (Marine Corps University)
- Army (All Grades):
 - US Army Pacific
 - US Army Military District of Washington