

# APPENDIX C

## OPM Approval



United States  
Office of  
Personnel Management

Washington, D C. 20415-0001

In Reply Refer To

Your Reference

Mr. James M. Alward  
Acting Chief  
Labor and Employee Relations Division  
Department of the Army  
Office of the Deputy Chief of Staff  
for Personnel  
Washington, DC 20310-0300

Dear Mr. Alward:

This letter is in response to your August 20, 1992, request for approval of revisions to the Department of the Army's performance management plans for non-PMRS and PMRS employees.

The Army replaced its former performance management plans for civilian PMRS and non-PMRS employees with the new Total Army Performance Evaluation System (TAPES). TAPES was designed to mirror the military evaluation system to help facilitate a "one team" concept as well as to improve the civilian performance evaluation system. TAPES focuses on professional development, enhanced communication between supervisor and subordinates, better support for Total Quality Management initiatives, and closer linkage between organizational goals and individual performance goals. In addition, TAPES also provides a mechanism for discussion between supervisor and subordinate of Army personal values and ethics, such as commitment, competence, courage, loyalty, duty and integrity. These personal values and ethics do not become part of an employee's summary rating, but are used for discussion purposes only. The Army's revised performance management plan, known as TAPES, is approved.

Please provide us, for approval, any future changes which would impact legal or regulatory requirements. Also, we would appreciate receiving copies of other changes to your plans so that we may keep our files current.

Sincerely,

Margaret M. Higgins, Chief  
Performance Management  
Operations Branch  
Office of Labor Relations and  
Workforce Performance

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