

AFGE PARS FACT SHEET 1

Did you know the following facts about your 2008 PARS Plan?

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There are quite a few changes in the Agency's implementation of PARS in 2008. Not only is the PARS schedule compressed into less than nine full months, but the Agency has substantially tightened the benchmark standards it is applying to employees. Here are a few facts about the new PARS program that you may have overlooked.

1. The appraisal period in 2008 will end on September 30, 2008, and you will receive your end of year appraisal by October 31, 2008.
2. That your mid year appraisal will be completed by May 31, 2008.
3. That a new set of benchmark standards will be applicable to every employee.
4. That occasional late or untimely work will cause you to be placed on a mandatory PAP.
5. That occasional problems dealing with the pressure of multiple assignments will cause you to be placed on a mandatory PAP.
6. That if you infrequently offer suggestions for organizational and work process improvements that increase results, efficiency or effectiveness then you will be placed on a mandatory PAP.
7. That if you infrequently promote teamwork and collaboration across organizations you will be placed on a mandatory PAP.
8. That if your work products or services are occasionally lacking creativity you will be placed on a mandatory PAP.
9. That in order to be rated merely fully successful you must produce model work that shows high levels of creativity, skill and knowledge of your subject area.
10. That if you show some difficulty in adjusting to changing priorities you will be placed on a mandatory PAP.