§ 430.304 SES performance management systems.

(a) To encourage excellence in senior executive performance, each agency must develop and administer one or more performance management systems for its senior executives.

(b) Performance management systems must provide for:

1. Planning and communicating performance elements and requirements that are linked with strategic planning initiatives;
2. Consulting with senior executives on the development of performance elements and requirements;
3. Monitoring progress in accomplishing elements and requirements;
4. At least annually, appraising each senior executive’s performance against requirements using measures that balance organizational results with customer and employee perspectives; and
5. Using performance information to adjust pay, reward, reassign, develop, and remove senior executives or make other personnel decisions.

§ 430.305 Planning and communicating performance.

(a) Each senior executive must have a performance plan that describes the individual and organizational expectations for the appraisal period and sets the requirements against which performance will be evaluated. Supervisors must develop performance plans in consultation with senior executives and communicate the plans to them on or before the beginning of the appraisal period.