§ 430.307 Appraising performance.

(a) Annual appraisals. Agencies must appraise each senior executive’s performance in writing and assign an annual summary rating at the end of the appraisal period.

1. At a minimum, a senior executive must be appraised on the performance of the critical elements in the performance plan.

2. Appraisals of senior executive performance must be based on both individual and organizational performance, taking into account such factors as—

   i. Results achieved in accordance with the goals of the Government Performance and Results Act of 1993;
   
   ii. Customer satisfaction;
   
   iii. Employee perspectives;
   
   iv. The effectiveness, productivity, and performance quality of the employees for whom the senior executive is responsible; and
   
   v. Meeting affirmative action, equal employment opportunity, and diversity goals and complying with the merit system principles set forth under section 2301 of title 5, United States Code.

(b) Details and job changes. (1) When a senior executive is detailed or temporarily reassigned for 120 days or longer,