

(3) any senior executive receiving an unsatisfactory rating under subsection (a)(3) of this section shall be reassigned or transferred within the Senior Executive Service, or removed from the Senior Executive Service, but any senior executive who receives 2 unsatisfactory ratings in any period of 5 consecutive years shall be removed from the Senior Executive Service; and

(4) any senior executive who twice in any period of 3 consecutive years receives less than fully successful ratings shall be removed from the Senior Executive Service.

(c)(1) Each agency shall establish, in accordance with regulations prescribed by the Office, one or more performance review boards, as appropriate. It is the function of the boards to make recommendations to the appropriate appointing authority of the agency relating to the performance of senior executives in the agency.

(2) The supervising official of the senior executive shall provide to the performance review board, an initial appraisal of the senior executive's performance. Before making any recommendation with respect to the senior executive, the board shall review any response by the senior executive to the initial appraisal and conduct such further review as the board finds necessary.

(3) Performance appraisals under this subchapter with respect to any senior executive shall be made by the appointing authority only after considering the recommendations by the performance review board with respect to such senior executive under paragraph (1) of this subsection.

(4) Members of performance review boards shall be appointed in such a manner as to assure consistency, stability, and objectivity in performance appraisal. Notice of the appointment of an individual to serve as a member shall be published in the Federal Register.

(5) In the case of an appraisal of a career appointee, more than one-half of the members of the performance review board shall consist of career appointees. The requirement of the preceding sentence shall not apply in any case in which the Office determines that there exists an insufficient number of career appointees available to comply with the requirement.

(Added Pub. L. 95-454, title IV, §405(a), Oct. 13, 1978, 92 Stat. 1169; amended Pub. L. 104-66, title II, §2181(b), Dec. 21, 1995, 109 Stat. 732.)

#### Editorial Notes

##### AMENDMENTS

1995—Subsec. (d). Pub. L. 104-66 struck out subsec. (d) which related to reports to Congress.

#### Statutory Notes and Related Subsidiaries

##### EFFECTIVE DATE

Section effective 9 months after Oct. 13, 1978, and congressional review of provisions of sections 401 through 412 of Pub. L. 95-454, see section 415(a)(1), (b), of Pub. L. 95-454, set out as a note under section 3131 of this title.

#### § 4315. Regulations

The Office of Personnel Management shall prescribe regulations to carry out the purpose of this subchapter.

(Added Pub. L. 95-454, title IV, §405(a), Oct. 13, 1978, 92 Stat. 1170.)

#### Statutory Notes and Related Subsidiaries

##### EFFECTIVE DATE

Section effective 9 months after Oct. 13, 1978, and congressional review of provisions of sections 401 through 412 of Pub. L. 95-454, see section 415(a)(1), (b), of Pub. L. 95-454, set out as a note under section 3131 of this title.

#### CHAPTER 45—INCENTIVE AWARDS

##### SUBCHAPTER I—AWARDS FOR SUPERIOR ACCOMPLISHMENTS

- |        |   |
|--------|---|
| Sec.   |   |
| 4501.  | Definitions.  |
| 4502.  | General provisions.   |
| 4503.  | Agency awards.  |
| 4504.  | Presidential awards.  |
| 4505.  | Awards to former employees.                                     |
| 4505a. | Performance-based cash awards.                                  |
| 4506.  | Regulations.  |
| 4507.  | Awarding of Ranks <sup>1</sup> in the Senior Executive Service. |
| 4507a. | Awarding of ranks to other senior career employees.             |
| 4508.  | Limitation of awards during a Presidential election year.       |
| 4509.  | Prohibition of cash award to Executive Schedule officers.       |

##### SUBCHAPTER II—AWARDS FOR COST SAVINGS DISCLOSURES

- |         |   |
|---------|---|
| 4511.   | Definition and general provisions.                |
| 4512.   | Agency awards for cost savings disclosures.       |
| 4513.   | Presidential awards for cost savings disclosures. |
| [4514.] | Repealed.]  |

##### SUBCHAPTER III—AWARDS TO LAW ENFORCEMENT OFFICERS FOR FOREIGN LANGUAGE CAPABILITIES<sup>2</sup>

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|-------|--------------------|
| 4521. | Definition.        |
| 4522. | General provision. |
| 4523. | Award authority.   |

#### Editorial Notes

##### AMENDMENTS

2001—Pub. L. 107-67, title VI, §641(c), Nov. 12, 2001, 115 Stat. 555, added item 4507a.

1994—Pub. L. 103-425, §2(b), Oct. 31, 1994, 108 Stat. 4370, added items 4508 and 4509.

1992—Pub. L. 102-487, §1(b), Oct. 24, 1992, 106 Stat. 3134, struck out item 4514 "Expiration of authority".

1990—Pub. L. 101-509, title V, §529 [title II, §207(b), title IV, §408(b)], Nov. 5, 1990, 104 Stat. 1427, 1458, 1468, added item 4505a and heading for subchapter III and items 4521 to 4523.

1988—Pub. L. 100-611, §1(b), Nov. 5, 1988, 102 Stat. 3179, struck out "reporting requirement" after "authority" in item 4514.

1985—Pub. L. 99-145, title XII, §1225(b)(1)(B), Nov. 8, 1985, 99 Stat. 730, inserted "reporting requirement" in item 4514.

1981—Pub. L. 97-35, title XVII, §1703(b)(3), Aug. 13, 1981, 95 Stat. 756, added heading for subchapter I and subchapter II and items 4511 to 4514.

1978—Pub. L. 95-454, title IV, §406(b), Oct. 13, 1978, 92 Stat. 1171, added item 4507.

<sup>1</sup> So in original. Probably should not be capitalized.

<sup>2</sup> So in original. Does not conform to subchapter heading.