

Continuous Performance Management (CPM) Transitional Rating

2023

2024

2025

July 2023 - June 2024

July 1 - December 31

Jan. 2025

PES Performance Year
Ends 6/30/24

Transitional Rating Period
Begins 7/1/24

CPM Year
Begins 1/1/25

Performance Evaluation System - (Final Year)

Performance Year: July 1, 2023 - June 30, 2024
Rating Effective Date: July 1, 2024
Market Adjustment: July 15, 2025

Transitional Rating

Performance Period: July 1, 2024 - December 31, 2024
Rating Effective Date: January 1, 2025

- New performance planning documents and sessions are not required for existing classified employees during the transition period who had a planning from performance year 2023-2024
- Classified employees evaluated as “Successful” or “Needs Improvement/Unsuccessful”
- 2025 Market Adjustment eligibility will be based on July 1, 2024 PES rating (no pay associated with transitional rating)
- This rating will only be used to gain permanent status
- No Request for Review at any level will be allowed for this rating period
- The Director may make exceptions to these rules for rational business reasons

CPM- Year One

Info coming soon!

SAP SuccessFactors



STATECIVILSERVICE

Refer to General Circular 2024-015: Approved Amendments to Chapter 18 of the Civil Service Rules for further detail.