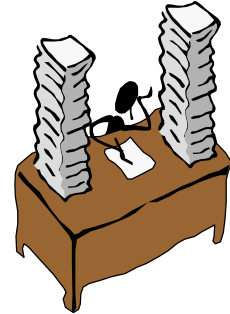


# IPPA Pilot Roll Out

Prior to implementation of Article 59, Individual Performance Planning and Assessment (IPPA), a pilot (between December 1, 2005 and November 31, 2006) will be conducted to facilitate delivery of training to all supervisors, create opportunities for employee to familiarize himself or herself with the program and identify the need for any adjustments to the policy and expectations. A critical goal for the pilot is to create plans and conduct appraisals on as many employees as possible. Pilot plans and appraisals should be conducted according to the chart below.



<b>Plan</b> Begin Pilot for all employees during:  (This is your pilot review period begin date)	If the employee's increment/ anniversary date falls in this month	<b>Appraisal</b> Conduct a pilot appraisal by the <b>end of this month:</b>  (This is your Pilot review period end date)	Projected pilot IPPA duration	<b>Implementation Review Period</b>  This will be the NEXT review period.  (Subsequent to this IPPA, most employees should be on a full 12-month review period based on increment date.)
December 2005	December	June 2006	6 months	June-Dec.
December 2005	January	July 2006	6 months	July-Jan.
December 2005	February	August 2006	6 months	Aug. -Feb.
December 2005	March	September 2006	6 months	Sept -March
December 2005	April	October 2006	6 months	October-April
December 2005	May	November 2006	6 months	Nov.-May
December 2005	June	June 2006	6 months	June-June
December 2005	July	July 2006	7 months	July-July
December 2005	August	August 2006	8 months	Aug. - Aug
December 2005	September	September 2006	9 months	Sept.- Sept.
December 2005	October	October 2006	10 months	Oct.-Oct.
December 2005	November	October 2006	10 months	Nov.-Nov.

\*If you begin late, initiate ASAP.  
You must have a minimum review period of 4 months  
Pilot IPPA review periods will be of varying durations

No personnel decisions will be based on the pilot IPPA. A comprehensive evaluation of the will be conducted prior to full implementation.

