

**MEMORANDUM OF UNDERSTANDING**  
**between**  
**National Archives and Records Administration**  
**and**  
**American Federation of Government Employees Council 260**

The Performance Management System is administered in accordance with Article 18 Performance Management System of the National Agreement of 2019, Merit Systems Principles, NARA policy, as well as all Federal statutes and regulations. The Agency will administer the Performance Management System in a way so that it ensures standards are applied consistently and accurately, the system makes meaningful distinctions between different levels of performance, and does not engage in Prohibited Personnel Practices.

The agency will fully deploy a performance management system, USAPerformance, and implement standardized performance plans for all employees in FY 2022. Employees will have access and begin using the system in October 2021. The deployment period will include training for employees and implementation for issuing performance plans for FY 2022. Article 18 Section 4.A Procedures for Issuing Performance Plans, requires that the agency issue performance plans within 30 days of the start of the new rating period. In order to accommodate the training and system adoption, the parties have agreed to extend the period for up to two weeks to November 12, 2021 for issuing the plans.

*Valorie Findlater* 10/1/2021  
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NARA

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AFGE