



Introducing the National Guard Performance Appraisal Application (PAA)

This briefing is
UNCLASSIFIED



Overview

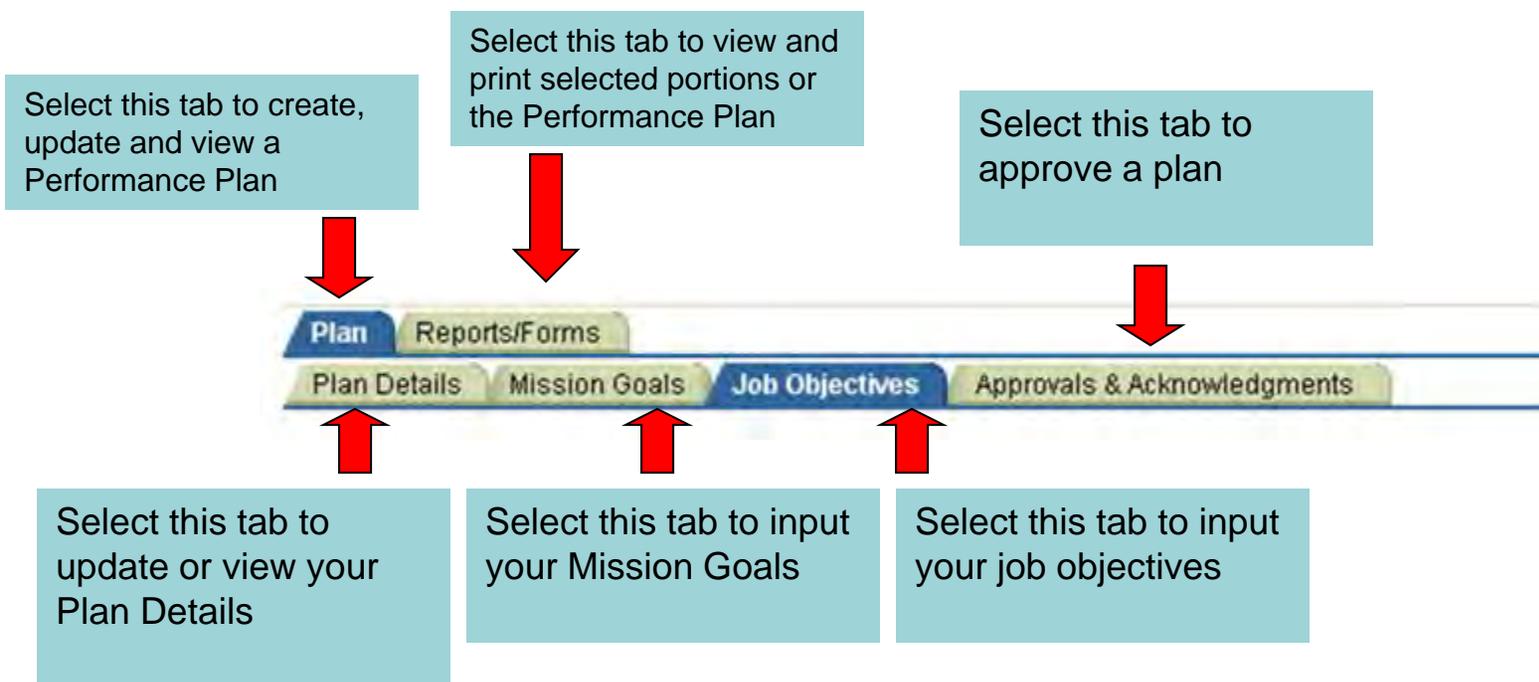
This Overview focuses on:

- Establishing and approving the Performance Plan, Interim Review and Appraisal from within the National Guard Performance Appraisal Application
 - The Employee creates the Performance Plan
 - The Rating Official reviews and approves the Performance Plan
 - The Rating Official transfers to the Higher Level Reviewer for approval
 - The Employee creates an Interim Review
 - The Rating Official reviews and approves the Interim Review
 - The Employee creates a Self Assessment
 - The Rating Official reviews, approves, and rates the employee
 - The Rating Official documents communication to the employee of the rating



Tab Interface

Tabs guide you through the process. The tabs are the same for employees, Rating Officials and Higher Level Reviewers. Below are the primary tabs.





Establishing a Performance Plan - Employee

Performance Appraisal Application (PAA)
Version 3.0

ICE MyBiz | ICE PAA V2 | ICE PAA V3 | Home | Logout | Preferences | Oracle Help

Employee

Performance Appraisal Application Main Page

[Need Help?](#)

Warning: The Performance Appraisal Application is designated for sensitive unclassified personnel information only. Do NOT enter classified information in this system. Unauthorized release of classified information is a violation of law and may lead to prosecution.

From the Main Page, you can create, update and view your Performance Plans; view and print part or an entire plan after it is created; and track the status of a plan. You can also search for completed plans by selecting the 'Show Completed Plans/Appraisals' link located at the bottom of this page.

To create a Performance Plan:

- Select 'Choose a Plan Type'
- Select Appraisal Plan Type
- Select the 'Go' button

To complete other actions described above:

- Select an option from the Action column
- Select the 'Go' button

Important: To become familiar with the columns, select the 'Need Help?' link.

Appraisals of Blomme, Domingo X

Create New Plan

--Choose a Plan Type--
 --Choose a Plan Type--
 National Security Personnel System
 Defense Civilian Intelligence Personnel System
 National Guard (Title 32)

Employee Name	Current Owner	Rating Official Name	Appraisal Year	Appraisal ID	Plan Approval Date	Plan Type	Plan Status	Action
Blomme, Domingo X	Fred, Abdul N	Rhynes, Conrad Z	2009	27		NG	Pending	Plan in Progress View

Select the link to search for completed plans.
[Show Completed Plans/Appraisals](#)

ICE MyBiz | ICE PAA V2 | ICE PAA V3 | Home | Logout | Preferences | Oracle Help

The **Need Help** link will give you information on what is available on the page where you are located.

To create a new Performance Plan:
Select Choose a Plan Type
Select National Guard (Title 32)
Select Go

This table includes information on the status of existing plans. From this screen you can view and update existing plans.

From the Main Page the employee can create and review the Performance Plan, transfer a plan in progress to the Rating Official, view and print the entire plan after it is created and track the status of the plan.



Plan Details-Employee

The image shows a screenshot of a web application titled "Performance Appraisal Application (PAA)". At the top left is the National Guard Bureau logo. The page title is "Performance Appraisal Application (PAA)". In the top right corner, there are navigation links: "ICE MyBiz", "ICE PAA V2", "ICE PAA V3", "Home", "Logout", and "Preferences". Below the title bar, the page content is titled "Create Performance Plan: Setup Details". There are two buttons: "Cancel and Return to Main Page" and "Need Help?". The form is divided into sections: "Employee Information" with "Employee Name Blomme, Domingo X" and a "Show Employee Details" link; "Setup Details" with a note "Indicates required field" and two buttons: "Build New Plan" and "Copy From Existing Plan". The "Appraisal Type" is set to "Annual Appraisal - NG". A "TIP" section explains that the "Appraisal Period Start Date" represents the start of the performance evaluation period. Below this, there are several input fields: "Appraisal Period Start Date" (01-Oct-2008), "Appraisal Period End Date" (30-Sep-2009), "Appraisal Effective Date" (01-Oct-2009), "Rating Official Name" (Bogema, Genny B), and "Higher Level Reviewer Name" (Steinhart, Zane Z). At the bottom of the form, there are navigation links: "ICE MyBiz", "ICE PAA V2", "ICE PAA V3", "Home", "Logout", and "Preferences".

From this page the employee can build a new plan, change the Rating Official and Higher Level Reviewer, copy an existing plan or return to Main Page.



Plan Details –Employee

This shows current employee information

Create Performance Plan: Setup Details

[Cancel and Return to Main Page](#)
[View Help?](#)

Employee Information
Employee Name: **Blomme, Domingo X**
[View Employee Details](#)

Information as of: Today
Pay Plan/Grade/Step: **GS-11-02**
Occupational Code: **2130.Traffic Management (2130)**
Position: **80592000.TRAFFIC MANAGEMENT SPECIALIST.691198.NG2G.TECH**
Organization: **193 LGR SO NGZGR40VF2H501**
Location: **Middletown, US**
Work Schedule: **Full-Time**
Assignment Status: **Active Appointment**
Employee Number: **449191**

Information as of: Today
Current Base Salary: **\$51,195.00**

Setup Details
* Indicates required field

[Build New Plan](#) [Copy From Existing Plan](#)

* Appraisal Type: **Annual Appraisal - NG**

TIP The Appraisal Period Start Date represents the start of the employee's performance evaluation period under this plan. Certain information such as the employee's base salary and pay schedule/pay band will be populated on the NGB Form 430 based on this date. Please review and change this date if necessary.

* Appraisal Period Start Date: **01-Oct-2008**
* Appraisal Period End Date: **30-Sep-2009**
* Appraisal Effective Date: **01-Oct-2009**
* Rating Official Name: **Rhynes, Conrad Z**
* Higher Level Renewer Name: **Fred, Abdul N**

ICE MyBiz | ICE PAA V3 | Home | Logout | Preferences



Plan Details-Employee

You can change your Rating Official, Higher Level Reviewer or both with one click.

When you are done, select the Next button or the Mission Goals tab to build your plan.

From this page the employee can transfer the plan to the Rating Official for review once it is established, track progress of the plan, change the appraisal type and date and change the Rating Official and/or Higher Level Reviewer.



Mission Goals-Employee

A screenshot of the Performance Appraisal Application (PAA) web interface. The page title is "Performance Appraisal Application (PAA)". The user is logged in as "Blomme, Domingo X". The page has a navigation menu with tabs for "Plan", "Reports/Forms", "Plan Details", "Mission Goals", "Job Objectives", and "Approvals & Acknowledgments". The "Mission Goals" tab is selected. The main content area contains a text input field with the placeholder text "This is where you input your Mission Goals". Below the input field is a "Counter" showing "12" and a "Mission Goals" button. At the bottom of the page, there are navigation buttons for "<PREVIOUS" and "NEXT>". An arrow points to the "NEXT>" button. The footer contains links for "ICE MyBiz", "ICE PAA V2", "ICE PAA V3", "Home", "Logout", and "Preferences".

This page provides information regarding your Organization's goals and priorities. Either the Rating Official or the employee can provide this information. Select the Next button to continue.



Job Objectives-Employee

Performance Appraisal Application (PAA)

ICEM/Biz ICEPAA.V2 ICEPAA.V3 Home Logout Preferences

NG PAA

Transfer to Rating Official Track Progress Return to Main Page

Employee Information
Employee Name **Blomme, Domingo X**
[View Employee Details](#)

Plan Reports/Forms

Plan Details Mission Goals **Job Objectives** Approvals & Acknowledgments

Job Objectives
This screen allows you to add new Objectives, update pending Objectives if you have ownership of your Performance Plan, and view approved Objectives. [Need Help?](#)

- To add a new Objective, select the 'Add Objective' button
- To update a Objective, select the 'Update' button under the action column.
(Important: You must have ownership of your Performance Plan to update your Objectives)
- All 'Approved' Objectives with assigned weights must equal a total of 100%.
- To view an existing Objective, select the 'View' button under the Action Column

Important: If your Job Objective is approved, only your Rating Official may change/edit it.

TIP Only "Approved" Job Objectives will be used to calculate the rating of record and average score. All "Approved" Job Objectives with assigned objective weights must equal a total of 100%.

Details Number	Title	Status	Weight % (Optional)	Action	Delete
No results found.					

[Add Job Objective](#)

<PREVIOUS NEXT>

ICE MyBiz | ICE PAA V2 | ICE PAA V3 | Home | Logout | Preferences

This page provides details about the status of the job objectives. The employee may add, update and view the job objectives. Select Add Job Objective button.



Job Objectives-Employee

The screenshot shows the 'Performance Appraisal Application (PAA)' web form. At the top left is the National Guard Bureau logo. The page title is 'Performance Appraisal Application (PAA)'. Below the title are navigation links: 'ICE MyBiz', 'ICE PAA V2', 'ICE PAA V3', 'Home', 'Logout', and 'Preferences'. The main heading is 'Add Job Objective'. Below this are three buttons: 'Save', 'Save and Add Another Job Objective', and 'Save and Return to Job Objectives Tab'. A note says 'Indicates required field'. A help link 'Need Help?' is also present. The form fields include: 'Objective Number' (value: 1), 'Objective Title' (value: Quality Control), 'Start Date' (value: 01-Oct-2008), 'Job Objective Status' (value: PENDING), and 'Date Last Modified' (value: 27-Feb-2009). A large text area for 'Job Objective' is present, with a note: 'This is where you type your job objective'. A 'Counter' shows '10'. At the bottom are the same three buttons as above and the navigation links. Three callout boxes with arrows point to specific elements: 'The Job Objective Number auto populates' points to the 'Objective Number' field; 'You can change the start date to reflect the period of performance' points to the 'Start Date' field; 'You may copy and paste or type your Job Objective' points to the large text area. A black arrow points to the 'Save and Return to Job Objectives Tab' button.

On this page the employee may copy and paste from another application or type a job objective. When the employee is done they can Save it, Save and Add Another Job Objective, or Save and Return to the Job Objectives Tab. Repeat this process until all of the job objectives are created. When complete select Save and Return to Job Objectives Tab.



Job Objectives-Employee

Performance Appraisal Application (PAA)

ICEM/Biz KEPAALV2 KEPAALV3 Home Logout Preferences

NG PAA Transfer to Rating Official Track Progress Return to Main Page

Employee Information
 Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

Plan Reports/Forms

Plan Details Mission Goals Job Objectives Approvals & Acknowledgments

Job Objectives
 This screen allows you to add new Objectives, update pending Objectives if you have ownership of your Performance Plan, and view approved Objectives. [Need Help?](#)

- To add a new Objective, select the 'Add Objective' button
- To update a Objective, select the 'Update' button under the action column.
 (Important: You must have ownership of your Performance Plan to update your Objectives)
- All 'Approved' Objectives with assigned weights must equal a total of 100%.
- To view an existing Objective, select the 'View' button under the Action Column.

Important: If your Job Objective is approved, only your Rating Official may change/edit it.

TIP Only "Approved" Job Objectives will be used to calculate the rating of record and average score. All "Approved" Job Objectives with assigned optional weights must equal a total of 100%.

[Add Job Objective](#)

Details	Number	Title	Status	Weight % (Optional)	Action	Delete
Show	1	Quality Control	PENDING	<input type="text"/>	Update	
Show	2	Testing	PENDING	<input type="text"/>	Update	

<PREVIOUS NEXT>

ICF MvBiz | ICF PAA V2 | ICF PAA V3 | Home | Logout | Preferences

From this page the employee can add weights to the job objectives, update, add or delete a job objective. When your job objectives are complete click on the Next button.



Approvals and Acknowledgments- Employee

Performance Appraisal Application (PAA)

ICE MyBiz ICE PAA V2 ICE PAA V3 Home Logout Preferences

NG PAA

Transfer to Rating Official Track Progress Return to Main Page

Employee Information
Employee Name: Blomme, Domingo X
[Show Employee Details](#)

Plan Reports/Forms

Plan Details Mission Goals Job Objectives Approvals & Acknowledgments

Approvals & Acknowledgments
This screen provides information regarding the detailed status of your performance plan. [Need Help?](#)

- Select 'Show' to see detailed information about an approval (dates, method, etc.)
- If you have created this performance plan, select the 'Transfer to Rating Official' button once you have completed all Objectives
- Select the 'Acknowledge Receipt' button if highlighted.

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
Show	Step 1: Rating Official - Request or Document Higher Level Reviews	Not Started	
Show	Step 2: Higher Level - Review	Not Started	
Show	Step 3: Rating Official - Document Communication to Employee	Not Started	
Show	Step 4: Employee - Acknowledgment	Not Started	Acknowledge Receipt

This screen details the status of the approval and acknowledgment process.

[PREVIOUS](#)

ICE MyBiz | ICE PAA V2 | ICE PAA V3 | Home | Logout | Preferences

This page displays information regarding the status of the Performance Plan. From this page the employee may complete a step if it is highlighted, transfer the plan to the Rating Official, track progress or return to the Main Page. Select the Transfer to Rating Official button to continue.



Transferring to Rating Official

The screenshot shows a web application interface for a Performance Appraisal Application (PAA). At the top left is the National Guard Bureau logo. The main heading is "Performance Appraisal Application (PAA)". Below this, there are navigation links: "ICE My Biz", "ICE PAA V2", "ICE PAA V3", "Home", "Logout", and "Preferences". The current page is titled "Employee Notification to Rating Official - Bogema, Genny B". There are three buttons: "Cancel", "Transfer to Rating Official without E-mail Notification", and "Transfer to Rating Official with E-mail Notification". Below this is a section titled "Message to Rating Official" with a text box for entering a message. A notice below the text box states: "Notice: You are about to contact Bogema, Genny B by e-mail. Due to the unencrypted nature of this e-mail communication, please do not include any non-public information such as social security numbers or privacy act information in your e-mail." At the bottom, there are the same three buttons and the navigation links: "ICE My Biz", "ICE PAA V2", "ICE PAA V3", "Home", "Logout", and "Preferences".

From this page the employee will transfer the Performance Plan to the Rating Official for review and approval. If the employee sends it using the Transfer to Rating Official with Email Notification option, the text box appears in the body of an email delivered to his/her email. The email address must be updated in My Biz or My Workplace for this functionality to work.



Track Progress

Performance Appraisal Application (PAA)

CE MyBiz ICE PAA V2 ICE PAA V3 Home Logout Preferences

Track Progress

Return to Previous

Need Help?

Employee Information
Employee Name **Blomme, Domingo X**
[▶ Show Employee Details](#)

This screen provides information regarding the status of your performance plan throughout the performance cycle. When you are done reviewing your status, select the "Return to Previous" button to resume your activity.

Plan	
Drafted	<input checked="" type="checkbox"/>
Approved	<input type="checkbox"/>
Acknowledged by Employee	<input type="checkbox"/>
Situation Review	
Employee - Self-Assessment	<input type="checkbox"/>
Communicated to Employee by Rating Official	<input type="checkbox"/>
Acknowledged by Employee	<input type="checkbox"/>
Appraisal	
Employee - Self-Assessment	<input type="checkbox"/>
Communicated to Employee by Rating Official	<input type="checkbox"/>

Return to Previous

ICE MyBiz | ICE PAA V2 | ICE PAA V3 | Home | Logout | Preferences

This page displays the status of the Performance Plan throughout the cycle.



Approving a Performance Plan – Rating Official

Performance Appraisal Application Main Page

[Need Help?](#)

Warning: The Performance Appraisal Application is designated for sensitive unclassified personnel information only. Do NOT enter classified information in this system. Unauthorized release of classified information is a violation of law and may lead to prosecution.

From the Main Page, you can create, update and view employee Performance Plans; change the Rating Official and/or Higher Level Reviewer; view and print part or an entire plan after it is created; close a plan, and track the status of a plan.

You can also search for completed plans by selecting the "Show Completed Plans/Appraisals" link located at the bottom of this page.

To create a Performance Plan: To complete other actions described above:

- Select 'Choose a Plan Type'
- Select 'Appraisal Plan Type'
- Select the 'Go' button
- Select an option from the Action column
- Select the 'Go' button

Important: To become familiar with the columns, select the "Need Help?" link.

Plans/Appraisals In Progress

Show Me: Appraisal Year: Create New Plan:

Table Size:

Employee Name	Current Owner	Rating Official Name	Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current PAA Status	Action
Eutsler, Takako O	Bogema, Genny B	Bogema, Genny B	2008	81		NG	Pending	Plan in Progress	<input type="text" value="Update"/> <input type="button" value="Go"/>
Tanks, Seema O	Bogema, Genny B	Bogema, Genny B	2009	82		NG	Pending	Plan in Progress	<input type="text" value="Update"/> <input type="button" value="Go"/>
Neiffer, Lelia I	Bogema, Genny B	Bogema, Genny B	2008	83		NG	Pending	Plan in Progress	<input type="text" value="Update"/> <input type="button" value="Go"/>
Blomme, Domingo X	Bogema, Genny B	Bogema, Genny B	2009	87		NG	Pending	Plan in Progress	<input type="text" value="Update"/> <input type="button" value="Go"/>

Select the link to search for Completed Plans:
[▶ Show Completed Plans/Appraisals](#)

This table includes information on the status of existing plans. From this screen you can view and update existing plans.

To review and approve a performance plan:

 Select the employee plan.

 Select Update from the drop down menu.

 Select the Go button.

From the Main Page, the Rating Official can create, update and review the employee's Performance Plan, transfer a plan to the employee, view and print the entire plan after it is created and track the status of the plan.



Approving a Performance Plan – Rating Official



Performance Appraisal Application (PAA)

ICE MyBiz ICE PAA V3 Diagnostics Home Logout Preferences

NG PAA - Rating Official

Transfer to Employee Track Progress Return to Main Page

Employee Information

Employee Name **Blomme, Domingo X**

[Show Employee Details](#)

Plan Reports/Forms

Plan Details Mission Goals Job Objectives Approvals & Acknowledgments

Plan Details

This screen provides information about the status of your employee's performance plan.

[Need Help?](#)

- Update the Appraisal Type and Appraisal Dates, if necessary.

Important Note: The Appraisal Period Start Date represents the start of your employee's performance evaluation period under this plan. Certain information such as the pay grade and step will be populated on the appraisal form based on this date. For additional guidance select the 'Need Help?' link.

- Change the Rating Official and/or Higher Level Reviewer.
- Transfer the Performance Plan to your employee.

To change a Rating Official, Higher Level Reviewer or both, select the 'Change Rating Official and/or Higher Level Reviewer' button.

When done, select the 'Next' button or the 'Mission Goals' tab.

Change Rating Official or Higher Level Reviewer

* Appraisal Type	Annual Appraisal - NG
* Appraisal Period Start Date	15-Oct-2008
* Appraisal Period End Date	23-Sep-2009
* Appraisal Effective Date	24-Sep-2009
Rating Official Name	Rhynes, Conrad Z
Higher Level Reviewer	Fred, Abdul N

Performance Plan Approval Date
 Plan Last Modified Date
 Created By Rhynes, Conrad Z

NEXT>

From this page the Rating Official would begin to review the plan. Select the Next button to continue.



Approving a Performance Plan – Rating Official



Performance Appraisal Application (PAA)

[ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

NG PAA - Rating Official

[Transfer to Employee](#) | [Track Progress](#) | [Return to Main Page](#)

Employee Information

Employee Name **Blomme, Domingo X**

[▶ Show Employee Details](#)

Plan

Reports/Forms

Plan Details

Mission Goals

Job Objectives

Approvals & Acknowledgments

Mission Goals

This screen focuses on important information regarding your organization's goals and priorities. You may type or copy and paste information into the text [Need Help?](#) box, or it may be populated by your employee. When done, select the 'Next' button or 'Job Objective' tab.

This is the Mission Goals

(Limit to 1400 characters)

Counter 25

[<PREVIOUS](#) | [NEXT>](#)

[About this Page](#)

[ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

From this page the Rating Official would review the Mission Goals. Select the Next button to continue.



Approving a Performance Plan – Rating Official

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA V2 | ICE PAA V3 | Home | Logout | Preferences

NG PAA - Rating Official

Transfer to Employee | Track Progress | Return to Main Page

Employee Information
Employee Name: Blomme, Domingo X
[Show Employee Details](#)

Plan | Reports/Forms

Plan Details | Mission Goals | Job Objectives | Approvals & Acknowledgments

Job Objectives

This screen allows you to add new Job Objectives, update pending Job Objectives if you have ownership of the Performance Plan, and view approved Job Objectives. [Need Help?](#)

- To add a new Job Objective, select the 'Add Job Objective' button.
- To update a Job Objective, select the 'Update' button under the Action column.
- To view an existing Job Objective, select the 'View' button under the Action column.
- Update the Job Objective weights, if appropriate.

TIP Only "Approved" Job Objectives will be used to calculate the rating of record and average score. All "Approved" Job Objectives with assigned optional weights must equal a total of 100%.

Details	Number	Title	Status	Weight % (Optional)	Action	Delete
Show	1	Quality Control	PENDING	60	Update	
Show	2	Testing	PENDING	40	Update	

<PREVIOUS | NEXT>

ICE MyBiz | ICE PAA V2 | ICE PAA V3 | Home | Logout | Preferences

From this page the Rating Official can add weights to the employee’s job objectives. The Rating Official can also update, add or delete a job objective. Select the Update button to continue.



Approving a Performance Plan – Rating Official

A screenshot of a web application titled "Performance Appraisal Application (PAA)". The page includes a header with the National Guard Bureau logo and navigation links: "ICE MyBiz", "ICE PAA V2", "ICE PAA V3", "Home", "Logout", and "Preferences". The main heading is "Update Job Objective", with a note that an asterisk indicates a required field. There are three buttons: "Save", "Save and Update Another Job Objective", and "Save and Return to Job Objectives Tab", along with a "Need Help?" link. The form fields include: "Objective Number" (1), "Objective Title" (Quality Control), "Start Date" (01-Oct-2008, with a calendar icon and an example "27-Feb-2009"), "Job Objective Status" (PENDING), and "Date Last Modified" (27-Feb-2009). A large text area for the "Job Objective" contains the instruction "This is where you type your job objective" and a "Counter" showing 0/1000 characters. The same three buttons are repeated at the bottom of the form.

On this page the Rating Official may copy and paste or type a job objective. When the Rating Official is done he may Save it, Save and Update Another Job Objective, or Save and Return to the Job Objectives Tab. The process is repeated until all job objectives have been reviewed. Select the Save and Return to Job Objectives Tab to continue.



Approving a Performance Plan – Rating Official

Approvals & Acknowledgments
 This screen provides information regarding the status of your employee's performance plan.

- Select the 'Start' button to complete a step.
- Select 'Show' to see detailed information about an approval (date, method of review, etc.).

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
<input type="checkbox"/> Hide	Step 1: Rating Official - Request or Document Higher Level Reviewer.	Not Started	<input type="button" value="Start"/>

TIP There are two options available to complete this step. If you are both the Rating Official AND Higher Level Reviewer, use Option B to document the approval.

Option A - Transfer to the Higher Level Reviewer (HLR)

Name	Title
Dobles, Titus K	Rating Official
Topps, Donella C	Higher Level Reviewer

TIP Please select new HLR from list of values, if required.

Change Higher Level Reviewer:

Message to Higher Level Reviewer

This screen provides space for you to send a Higher Level Reviewer a message regarding an employee's Performance Plan. After writing the message, select the 'Transfer to Higher Level Reviewer with E-mail Notification' button to send the message.

Please review this performance plan and take the appropriate action under the Approvals and Acknowledgments tab.

Notice: You are about to contact Topps, Donella C by e-mail. Due to the unencrypted nature of this e-mail communication, please do not include any national security numbers or privacy act information in your e-mail.

From the Approvals and Acknowledgments tab, using Option A, the Rating Official can transfer the plan to the Higher Level Reviewer for review.



Approving a Performance Plan – Rating Official

Option B - Document the higher level review has taken place by entering the following information:

Higher Level Reviewer:  Method of Review:
Review Date:  Other Method:

Step 2: Higher Level - Review	Not Started	Step 1 must be completed
Step 3: Rating Official - Document Communication to Employee	Not Started	Step 2 must be completed
Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed

[ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

Using Option B, the Rating Official can document Higher Level Reviewer concurrence. The Rating Official completes this step once they have reviewed the plan and are ready for second-level review.



Track Progress

[Need Help?](#)

Employee Information

Employee Name **Blomme, Domingo X**

[▶ Show Employee Details](#)

This screen provides information regarding the status of your performance plan throughout the performance cycle.
When you are done reviewing your status, select the "Return to Previous" button to resume your activity.

Plan	
Drafted	<input checked="" type="checkbox"/>
Reviewed by Higher Level Reviewer	<input type="checkbox"/>
Approved	<input type="checkbox"/>
Acknowledged by Employee	<input type="checkbox"/>
Interim Review	
Employee - Self-Assessment	<input type="checkbox"/>
Rating Official - Assessment	<input type="checkbox"/>
Reviewed by Higher Level Review - If Required	<input type="checkbox"/>
Communicated to Employee by Rating Official	<input type="checkbox"/>
Acknowledged by Employee	<input type="checkbox"/>
Appraisal	
Employee - Self-Assessment	<input type="checkbox"/>
Rating Official - Assessment	<input type="checkbox"/>
Higher Level Reviewer Approved	<input type="checkbox"/>
Communicated to Employee by Rating Official	<input type="checkbox"/>

[Return to Previous](#)

[ICE MyBiz](#) | [ICE PAA V2](#) | [ICE PAA V3](#) | [Home](#) | [Logout](#) | [Preferences](#)

This page displays the status of the Performance Plan throughout the cycle.



Approving a Performance Plan – Higher Level Reviewer

[Need Help?](#)

Warning The Performance Appraisal Application is designated for sensitive unclassified personnel information only. Do NOT enter classified information in this system. Unauthorized release of classified information is a violation of law and may lead to prosecution.

From the Main Page, you can create, update and view employee Performance Plans; change the Rating Official and/or Higher Level Reviewer, view and print part or an entire plan after it is created; close a plan, and track the status of a plan.

You can also search for completed plans by selecting the 'Show Completed Plans/Appraisals' link located at the bottom of this page.

To create a Performance Plan: To complete other actions described above:

- Select 'Choose a Plan Type'
- Select 'Appraisal Plan Type'
- Select the 'Go' button
- Select an option from the Action column
- Select the 'Go' button

Important: To become familiar with the columns, select the 'Need Help?' link.

Plans/Appraisals In Progress

Show Me: Appraisal Year: Create New Plan

Table Size:

Employee Name	Current Owner	Rating Official Name	Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current PAA Status	Action
Willette, Morgan M	Fred, Abdul N	Rhynes, Conrad Z	2009	31	02-Mar-2009	NG	Approved	Appraisal Pending HLR Approval	<input type="button" value="Update"/> <input type="button" value="Go"/>
Puskas, Weston R	Puskas, Weston R	Rhynes, Conrad Z	2009	100	01-Mar-2009	NG	Approved	Interim Review Completed	<input type="button" value="View"/> <input type="button" value="Go"/>
Blomme, Domingo X	Fred, Abdul N	Rhynes, Conrad Z	2009	211		NG	Pending	Plan Pending HLR Review	<input type="button" value="Update"/> <input type="button" value="Go"/>

Select the link to search for Completed Plans.
[▶ Show Completed Plans/Appraisals](#)

[Main PAA](#) | [Guest Participant](#) | [ICE MyBiz](#) | [ICE PAA V3](#) | [Home](#) | [Logout](#) | [Preferences](#) | [Oracle Help](#)



From this Main Page, the Higher Level Reviewer can review the employee's Performance Plan, view and print the entire plan after it is created and track the status of the plan. Select the Go button to continue.



Approving a Performance Plan – Higher Level Reviewer

The screenshot shows the "Performance Appraisal Application (PAA)" web interface. At the top left is the National Guard Bureau logo. The page title is "Performance Appraisal Application (PAA)". Below the title are navigation links: "KEM/NG", "KEPAA/V3", "Home", "Logout", and "Preferences". The main heading is "NG PAA - Higher Level Reviewer". There are two buttons: "Track Progress" and "Return to Main Page".

Employee Information
Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

Plan | Reports/Forms
Plan Details | Mission Goals | Job Objectives | Approvals & Acknowledgments

Plan Details
This screen provides information about the status of your employee's performance plan. Since you are in view mode you cannot make changes. [Need Help?](#)

Appraisal Type	Annual Appraisal - NG	Performance Plan Approval Date	
Appraisal Period Start Date	01-Oct-2008	Plan Last Modified	
Appraisal Period End Date	30-Sep-2009	Created By	Blomme, Domingo X
Appraisal Effective Date	01-Oct-2009		
Rating Official Name	Rhynes, Conrad Z		
High Level Reviewer	Fred, Abdul H		

[NEXT >](#)

At the bottom of the page are navigation links: "KCE MyBiz", "KCE PAA/V3", "Home", "Logout", and "Preferences". A black arrow points to the "NEXT >" button.

On this page the Higher Level Reviewer can review the plan details, track progress or return to the Main Page. Select the Next button to continue.



Approving a Performance Plan – Higher Level Reviewer

The screenshot shows the "Performance Appraisal Application (PAA)" interface for a "Higher Level Reviewer". At the top left is the National Guard Bureau logo. The page title is "Performance Appraisal Application (PAA)". Below the title are navigation links: "ICE MyBiz", "ICE PAA V3", "Home", "Logout", and "Preferences". The main heading is "NG PAA - Higher Level Reviewer". To the right of this heading are two buttons: "Track Progress" and "Return to Main Page". Below this is the "Employee Information" section, showing "Employee Name: Blomme, Domingo X" and a link to "Show Employee Details". A navigation bar contains tabs for "Plan", "Reports/Forms", "Plan Details", "Mission Goals", "Job Objectives", and "Approvals & Acknowledgments". The "Mission Goals" section is active, with a sub-heading "Mission Goals" and a description: "This screen provides information regarding your organization's goals and priorities. When done, select the 'Next' button or the 'Job Objectives' tab." Below this is a large text area labeled "Mission" with a scroll bar. At the bottom of the text area is a note "(Link to 1400 characters)". At the bottom right of the page are two buttons: "<PREVIOUS" and "NEXT>". At the very bottom are navigation links: "ICE MyBiz", "ICE PAA V3", "Home", "Logout", and "Preferences". An arrow points to the "NEXT>" button.

On this page the Higher Level Reviewer can review the mission goals, track progress or return to the Main Page. Select the Next button to continue.



Approving a Performance Plan – Higher Level Reviewer

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA V3 | Home | Logout | Preferences

NG PAA - Higher Level Reviewer

Track Progress | Return to Main Page

Employee Information

Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

Plan | Reports/Forms

Plan Details | Mission Goals | **Job Objectives** | Approvals & Acknowledgments

Job Objectives

This screen allows you to view your employee's Job Objectives. Select the 'View' button next to the Job Objective you want to view. [Need Help?](#)

TIP Only "Approved" Job Objectives will be used to calculate the rating of record and average score. All "Approved" Job Objectives with assigned optional weights must equal a total of 100%.

[Add Job Objective](#)

[Show All Details](#) | [Hide All Details](#)

Details	Number	Title	Status	Weight % (Optional)	Action	Delete
Show 1		test	PENDING		View	
Show 2		test	PENDING		View	

[<PREVIOUS](#) | [NEXT>](#)

ICE MyBiz | ICE PAA V3 | Home | Logout | Preferences

From the Job Objectives Tab the Higher Level Reviewer can view the job objectives. Select the Next button to continue.



Approving a Performance Plan – Higher Level Reviewer

ICE MyBiz | ICE PAA V3 | Home | Logout | Preferences | Diagnostics

NG PAA - Higher Level Reviewer Track Progress Return to Main Page

Employee Information
Employee Name: **Blomma, Domingo X**
[Show Employee Details](#)

Plan | Reports/Forms

Plan Details | Mission Goals | Job Objectives | **Approvals & Acknowledgments**

Approvals & Acknowledgments
This screen provides details about the status of your employee's performance plan. Select 'Show' to see the detailed information about the status of your [Need Help?](#) employee's performance plan.

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
Show	Step 1: Rating Official - Request or Document Highest Level Reviewer	Completed	
Show	Step 2: Higher Level - Review	Pending Approval	Approve or Return for Change
Show	Step 3: Rating Official - Document Communication to Employee	Not Started	Step 2 must be completed
Show	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed

[<PREVIOUS](#)

[About this Page](#) | ICE MyBiz | ICE PAA V3 | Home | Logout | Preferences | Diagnostics

The Approvals and Acknowledgments Tab displays details about the approval steps of the employee's Performance Plan. Select the Approve button to approve the plan.



Approving a Performance Plan – Higher Level Reviewer

A screenshot of a web application titled "Performance Appraisal Application (PAA)". The page features the National Guard Bureau logo in the top left corner. Below the logo, the text "Performance Appraisal Application (PAA)" is displayed. To the right of this text are navigation links: "ICE MyBiz", "ICE PAA V3", "Diagnostics", "Home", "Logout", and "Preferences". A section titled "Information" contains the question: "Do you wish to approve the Performance Plan job objectives for Blomme, Domingo X?". At the bottom right of this section are two buttons: "No" and "Yes". An arrow points to the "Yes" button. At the bottom of the page, there is another set of navigation links: "ICE MyBiz", "ICE PAA V3", "Diagnostics", "Home", "Logout", and "Preferences", along with a link for "About This Page".

Select the Yes button to Approve the Performance Plan.



Approving a Performance Plan – Rating Official

Performance Appraisal Application Main Page

[Need Help?](#)

Warning: The Performance Appraisal Application is designated for sensitive unclassified personnel information only. Do NOT enter classified information in this system. Unauthorized release of classified information is a violation of law and may lead to prosecution.

From the Main Page, you can create, update and view employee Performance Plans; change the Rating Official and/or Higher Level Reviewer; view and print part or an entire plan after it is created; close a plan, and track the status of a plan.

You can also search for completed plans by selecting the 'Show Completed Plans/Appraisals' link located at the bottom of this page.

To create a Performance Plan: To complete other actions described above:

- Select 'Choose a Plan Type'
- Select 'Appraisal Plan Type'
- Select the 'Go' button
- Select an option from the Action column
- Select the 'Go' button

Important: To become familiar with the columns, select the 'Need Help?' link.

Plans/Appraisals In Progress

Show Me: Appraisal Year: Create New Plan

Table Size:

Employee Name	Current Owner	Rating Official Name	Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current PAA Status	Action
Willette, Morgan M	Fred, Abdul N	Rhynes, Conrad Z	2009	31	02-Mar-2009	NG	Approved	Appraisal Pending HLR Approval	<input type="button" value="View"/> <input type="button" value="Go"/>
Puskas, Weston R	Puskas, Weston R	Rhynes, Conrad Z	2009	100	01-Mar-2009	NG	Approved	Interim Review Completed	<input type="button" value="View"/> <input type="button" value="Go"/>
Bionna, Domingo X	Rhynes, Conrad Z	Rhynes, Conrad Z	2009	211		NG	Pending	Plan Reviewed by HLR	<input type="button" value="Update"/> <input type="button" value="Go"/>

Select the link to search for Completed Plans:
[▶ Show Completed Plans/Appraisals](#)

Main_PAA | Guest Participant | ICE.MyBiz | ICE.PAA.V3 | Home | Logout | Preferences | Oracle Help | Diagnostics



From the Main Page, the Rating Official can now begin to approve the plan. Select the Go button to continue.



Approving a Performance Plan – Rating Official

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA V2 | ICE PAA V3 | Home | Logout | Preferences

NG PAA - Rating Official

[Transfer to Employee](#) [Track Progress](#) [Return to Main Page](#)

Employee Information
Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

Plan | **Reports/Forms**

Plan Details | **Mission Goals** | **Job Objectives** | **Approvals & Acknowledgments**

Approvals & Acknowledgments
This screen provides information regarding the status of your employee's performance plan. [Need Help?](#)

- Select the 'Start' button to complete a step.
- Select 'Show' to see detailed information about an approval (date, method of review, etc.)

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
Show	Step 1: Rating Official - Request or Document Higher Level Review	Completed	Start
Show	Step 2: Higher Level - Review	Completed	
Show	Step 3: Rating Official - Document Communication to Employee	Not Started	Start
Show	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed

[<PREVIOUS](#)

ICE MyBiz | ICE PAA V2 | ICE PAA V3 | Home | Logout | Preferences

The Approvals and Acknowledgments Tab displays details about the approval steps of the employee's Performance Plan. Select the Start button to continue.



Approving a Performance Plan – Rating Official

NG PAA - Rating Official

[Transfer to Employee](#) [Track Progress](#) [Return to Main Page](#)

Employee Information
Employee Name **Blomme, Domingo X**
[Show Employee Details](#)

Plan Reports/Forms

[Plan Details](#) [Mission Goals](#) [Job Objectives](#) **[Approvals & Acknowledgments](#)**

Approvals & Acknowledgments
This screen provides information regarding the status of your employee's performance plan. [Need Help?](#)

- Select the 'Start' button to complete a step.
- Select 'Show' to see detailed information about an approval (date, method of review, etc.).

Details	Tasks	Status	Action
Show	Step 1: Rating Official - Request for Document Higher Level Reviewer	Completed	Start
Show	Step 2: Higher Level - Review	Completed	
Hide	Step 3: Rating Official - Document Communication to Employees	Not Started	Start

Communication Date: 16-Apr-2009

Communication Method:

Other Method:

[Employee for Acknowledgment](#) [Save and go to Step 4](#)

[Show](#) Step 4: Rating Official - Document Employee Acknowledgment (Not Started - Step 5 must be completed)

[PREVIOUS](#)

[About this Page](#) [ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

At this point the Rating Official can document communication to the employee and the acknowledgment, or transfer the plan to the employee to acknowledge.



Approving a Performance Plan – Rating Official

A screenshot of a web application titled "Performance Appraisal Application (PAA)". The page has a header with the National Guard Bureau logo and the text "Performance Appraisal Application (PAA)". Below the header, there is a navigation menu with links: "CEM:Riz", "ICE:PA:V3", "Diagnostics", "Home", "Logout", and "Preferences". The main content area is titled "Confirmation" and contains the text "Are you sure you want to go to Step 4?". Below this, it asks "Do you want to continue?". At the bottom right of the form, there are two buttons: "No" and "Yes". An arrow points to the "Yes" button. At the bottom of the page, there is another navigation menu with links: "About This Page", "ICE:MyRiz", "ICE:PA:V3", "Diagnostics", "Home", "Logout", and "Preferences".

Select the Yes button to continue to step 4.



Approving a Performance Plan – Rating Official

Performance Appraisal Application (PAA)

CE MyBiz ICE PAA V3 Home Logout Preferences Diagnostics

Main PAA Guest Participant

NG PAA - Rating Official

Transfer to Employee Track Progress Return to Main Page

Employee Information
Employee Name: Blomme, Domingo X
[Show Employee Details](#)

Plan Interim Reviews Annual Appraisal Other Assessments Reports/Forms

Plan Details Mission Goals Job Objectives Approvals & Acknowledgments

Approvals & Acknowledgments
This screen provides information regarding the status of your employee's performance plan. [Need Help?](#)

- Select the 'Start' button to complete a step.
- Select 'Show' to see detailed information about an approval (date, method of review, etc.)

Details	Tasks	Status	Action
Show	Step 1: Rating Official - Request or Document Higher Level Reviewer	Completed	Start
Show	Step 2: Higher Level - Review	Completed	
Show	Step 3: Rating Official - Document Communication to Employee	Completed	Start
Show	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Start

[Show All Details](#) | [Hide All Details](#)

[About this Page](#) [Main PAA](#) | [Guest Participant](#) | [ICE MyBiz](#) | [ICE PAA V3](#) | [Home](#) | [Logout](#) | [Preferences](#) | [Diagnostics](#)

The Approvals and Acknowledgments Tab displays details about the approval steps of the employee's Performance Plan. Select the Start button to continue.



Approving a Performance Plan – Rating Official

NG PAA - Rating Official

[Transfer to Employee](#) [Track Progress](#) [Return to Main Page](#)

Employee Information
Employee Name **Blomme, Domingo X**
[Show Employee Details](#)

Plan | [Interim Reviews](#) | [Annual Appraisal](#) | [Other Assessments](#) | [Reports/Forms](#)

[Plan Details](#) | [Mission Goals](#) | [Job Objectives](#) | **[Approvals & Acknowledgments](#)**

Approvals & Acknowledgments
This screen provides information regarding the status of your employee's performance plan. [Need Help?](#)

- Select the 'Start' button to complete a step.
- Select 'Show' to see detailed information about an approval (date, method of review, etc.)

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
Show	Step 1: Rating Official - Request or Document Higher Level Reviewer	Completed	Start
Show	Step 2: Higher Level - Review	Completed	
Show	Step 3: Rating Official - Document Communication to Employee	Completed	Start
Hide	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Start

TIP These fields are auto-populated at the time of employee acknowledgment. If the employee is not available or refuses to acknowledge, you may update this area accordingly.

Acknowledgment

Other Method

Date

[Save](#)

[←PREVIOUS](#)

[About this Page](#) | [ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

At this point the Rating Official is documenting the acknowledgment of the plan. Select the Save button then transfer the plan to the employee.



Track Progress

Performance Appraisal Application (PAA)

ICE MyBiz | KEPAA.V2 | KEPAA.V3 | Home | Logout | Preferences

Track Progress [Return to Previous](#) [Need Help?](#)

Employee Information
 Employee Name **Blomme, Domingo X**
[Show Employee Details](#)

This screen provides information regarding the status of your performance plan throughout the performance cycle. When you are done reviewing your status, select the "Return to Previous" button to resume your activity.

Plan	
Drafted	<input checked="" type="checkbox"/>
Reviewed by Higher Level Reviewer	<input checked="" type="checkbox"/>
Approved	<input checked="" type="checkbox"/>
Acknowledged by Employee	<input checked="" type="checkbox"/>
Interim Review	
Employee - Self-Assessment	<input type="checkbox"/>
Rating Official - Assessment	<input type="checkbox"/>
Reviewed by Higher Level Review - If Required	<input type="checkbox"/>
Communicated to Employee by Rating Official	<input type="checkbox"/>
Acknowledged by Employee	<input type="checkbox"/>
Approval	
Employee - Self-Assessment	<input type="checkbox"/>
Rating Official - Assessment	<input type="checkbox"/>
Higher Level Reviewer Approved	<input type="checkbox"/>
Communicated to Employee by Rating Official	<input type="checkbox"/>

[Return to Previous](#)

ICE MyBiz | ICE PAA.V2 | ICE PAA.V3 | Home | Logout | Preferences

This page displays the status of the Performance Plan throughout the cycle.



Interim Review- Employee

Performance Appraisal Application (PAA)

CE MyBx CE PAA V3 Dashboards Home Logout Preferences

NG PAA

Transfer to Rating Official Track Progress Return to Main Page

Employee Information
 Employee Name **Blomme, Domingo X**
[Show Employee Details](#)

Plan Interim Reviews Annual Appraisal Other Assessments Reports/Forms

Plan Details Mission Goals Job Objectives Approvals & Acknowledgments

Plan Details
 This screen provides information about the status of your performance plan. [Need Help?](#)

- Update your Appraisal Type and Appraisal Dates, if necessary. **Important Note:** The Appraisal Period Start Date represents the start of your performance evaluation period under this plan. Certain information such as your pay grade and step will be populated on your appraisal form based on this date. For additional guidance select the "Need Help?" link.
- Change the Rating Official and/or Higher Level Reviewer.
- Transfer the plan to your Rating Official.

To change a Rating Official and/or Higher Level Reviewer or both, select the 'Change Rating Official and/or Higher Level Reviewer' button. When done, select the 'Next' button or the 'Mission Goals' tab.

Change Rating Official or Higher Level Reviewer

Appraisal Type	Annual Appraisal - NG	Performance Plan Approval Date	16-Mar-2009
Appraisal Period Start Date	01-Oct-2008	Plan Last Modified	
Appraisal Period End Date	30-Sep-2009	Created By	Blomme, Domingo X
Appraisal Effective Date	01-Oct-2009		
Rating Official Name	Rhymes, Conrad Z		
Higher Level Reviewer	Fred, Abdul N		

NEXT

From this page the employee can track progress, change the Rating Official and Higher Level Reviewer or return to the Main Page. At this point, also notice that the Interim Reviews and Annual Appraisal Tabs are now available. Select the Interim Reviews Tab to begin the Interim Review.



Interim Review- Employee

Performance Appraisal Application (PAA)

ICE MyBiz ICE PAA V3 Diagnostics Home Logout Preferences

NG PAA

Transfer to Rating Official Track Progress Return to Main Page

Employee Information
 Employee Name **Blomme, Domingo X**
[Show Employee Details](#)

Plan **Interim Reviews** Annual Appraisal Other Assessments Reports/Forms

Interim Reviews
 Interim Reviews are conducted to assess your performance throughout the performance cycle. At least one Interim Review is required and is typically [Need Help?](#) conducted at the mid-point of the cycle. From this screen you can create an Interim Review, update an Interim Review that has not been approved, and view a completed Interim Review.

- To create an Interim Review, select the 'Create Interim Review' button.
- To complete other actions described above, select the button under the Action column.

TIP Interim Reviews are a review of an employee's performance which typically occurs midway through the performance cycle. (Note: Not a closeout assessment or Annual Appraisal)

Create Interim Review

Number	Created By	Creation Date	Higher Level Review Date	Communication Status Date	Communication Method	Employee Ack Date	Action Delete
No results found.							

About this Page ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

From this page the employee can create an Interim Review by selecting the Create Interim Review button.



Interim Review- Employee

Interim Review Initiator **Blomme, Domingo X**
Interim Review Status **Initiated** Interim Review Number **1**

Objective Assessments Approvals & Acknowledgments

Objective Assessments

Select the 'My Journal' link to refer to or copy and paste any self-assessment information

[Need Help?](#)
[My Journal](#)

Select	Order	Objective Title	Status	Weights % (Optional)
<input type="radio"/>	1	test	APPROVED	
<input type="radio"/>	2	test	APPROVED	

Job Objective

tester

Employee Self Assessment

This is where the employee's Self Assessment is input.



This is the place where the employee would input the Interim Review Self Assessment for each one of the job objectives.



Interim Review- Employee

Performance Appraisal Application (PAA)

Employee Information
Employee Name **Blomme, Domingo X**
[Show Employee Details](#)

TIP An interim review should acknowledge achievements to date and suggested areas for improvement. It should facilitate meaningful dialogue and exchange of accomplishments and areas for improvement.

Interim Review Initiator **Blomme, Domingo X**
Interim Review Status **Initiated**
Interim Review Number **1**

Objective Assessments Approvals & Acknowledgments

Objective Assessments
Select the 'My Journal' link to refer to or copy and paste any self-assessment information

Select	Order	Objective Title	Status	Weights % (Optional)
<input checked="" type="radio"/>	1	test	APPROVED	
<input type="radio"/>	2	test	APPROVED	

Job Objective
test

[Need Help?](#)
[My Journal](#)

[Return To Interim Reviews Tab](#)

After the Interim Review Self Assessments have been entered for each job objective, click the Return to Interim Reviews Tab.



Interim Review- Employee

A screenshot of the Performance Appraisal Application (PAA) web interface. At the top left is the National Guard Bureau logo. The main heading is "Performance Appraisal Application (PAA)". To the right of the heading are navigation links: "ICE MyBiz", "ICE PAA V3", "Diagnostics", "Home", "Logout", and "Preferences". Below the heading, the text reads "Employee Notification to Rating Official - Rhynes, Conrad Z". There are three buttons: "Cancel", "Transfer to Rating Official without E-mail Notification", and "Transfer to Rating Official with E-mail Notification". A section titled "Message to Rating Official" contains a text area for writing a message. Below the text area is a notice: "Notice: You are about to contact Rhynes, Conrad Z by e-mail. Due to the unencrypted nature of this e-mail communication, please do not include any non-public information such as social security numbers or privacy act information in your e-mail." At the bottom of the message section are the same three buttons as above. At the very bottom of the page are the navigation links: "About this Page", "ICE MyBiz", "ICE PAA V3", "Diagnostics", "Home", "Logout", and "Preferences".

From this page the employee transfers the Interim Review to the Rating Official for review and approval. If the employee sends it using the Transfer to Rating Official with Email Notification option, the text box appears in the body of an email delivered to his/her email. The email address must be updated in My Biz or My Workplace for this functionality to work.



Performance Appraisal Application (PAA)

Version 3.0

[ICE MyBiz](#) [ICE PAA V3](#) [Home](#) [Logout](#) [Preferences](#) [Oracle Help](#) [Diagnostics](#)

[PAA Main Page](#)

[Provide Guest Feedback](#)

Rating Official/Higher Level Reviewer

Performance Appraisal Application Main Page

[Need Help?](#)

Warning: The Performance Appraisal Application is designated for sensitive unclassified personnel information only. Do NOT enter classified information in this system. Unauthorized release of classified information is a violation of law and may lead to prosecution.

From the Main Page, you can create, update and view employee Performance Plans; change the Rating Official and/or Higher Level Reviewer; view and print part or an entire plan after it is created; close a plan, and track the status of a plan.

You can also search for completed plans by selecting the 'Show Completed Plans/Appraisals' link located at the bottom of this page.

To create a Performance Plan:

- Select 'Choose a Plan Type'
- Select 'Appraisal Plan Type'
- Select the 'Go' button

To complete other actions described above:

- Select an option from the Action column
- Select the 'Go' button

Important: To become familiar with the columns, select the 'Need Help?' link.

Plans/Appraisals In Progress

TIP Only Employees that have a plan in progress are listed below.

Show Me Appraisal Year

Table Size

Employee Name	Current Owner	Rating Official Name	Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current PAA Status	
Blomme, Domingo X	Rhynes, Conrad Z	Rhynes, Conrad Z	2009	235	16-Apr-2009	NG	Approved	Interim in Progress	<div style="display: flex; align-items: center;"> <div style="border: 1px solid black; padding: 2px;">Update</div> <div style="margin-left: 10px;">Go</div> </div>

Create New Plan

- Update
- Reports/Forms
- Change RO and/or HLR
- Close
- Track Progress
- Manage Guest Participants
- Update

Select the link to search for Completed Plans.

[▶ Show Completed Plans/Appraisals](#)

From the Main Page the Rating Official selects Update from the drop down and then the Go button to begin the Interim Review process.



Interim Review- Rating Official

Performance Appraisal Application (PAA)

NG PAA - Rating Official

Employee Information
Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

Plan | Interim Reviews | Annual Appraisal | Other Assessments | Reports/Forms

Plan Details | Mission Goals | Job Objectives | Approvals & Acknowledgments

Plan Details
This screen provides information about the status of your employee's performance plan. [Need Help?](#)

- Update the Appraisal Type and Appraisal Dates, if necessary.

Important Note: The Appraisal Period Start Date represents the start of your employee's performance evaluation period under this plan. Certain information such as the pay grade and step will be populated on the appraisal form based on this date. For additional guidance select the 'Need Help?' link.

- Change the Rating Official and/or Higher Level Reviewer.
- Transfer the Performance Plan to your employee.

To change a Rating Official, Higher Level Reviewer or both, select the 'Change Rating Official and/or Higher Level Reviewer' button.

When done, select the 'Next' button or the 'Mission Goals' tab.

[Change Rating Official or Higher Level Reviewer](#)

Appraisal Type	Annual Appraisal - NG
Appraisal Period Start Date	01-Oct-2008
Appraisal Period End Date	30-Sep-2009
Appraisal Effective Date	01-Oct-2009
Rating Official Name	Rhynes, Conrad Z
Higher Level Reviewer	Fred, Abdul N

Performance Plan Approval Date: 16-Mar-2009
Plan Last Modified Date:
Created By: Blomme, Domingo X

From the Plan Details page the Rating Official would click on the Interim Reviews Tab to view the Self Assessments.



Interim Review- Rating Official

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

NG PAA - Rating Official

Transfer to Employee | Track Progress | Return to Main Page

Employee Information
Employee Name **Blomme, Domingo X**
[Show Employee Details](#)

Plan | **Interim Reviews** | Annual Appraisal | Other Assessments | Reports/Forms

Interim Reviews
Interim Reviews are conducted to assess employee performance throughout the performance cycle. At least one Interim Review is required and is typically conducted at the mid-point of the cycle. From this screen you can create an Interim Review, update an Interim Review that has not been approved, and view a completed Interim Review. [Need Help?](#)

- To create an Interim Review, select the 'Create Interim Review' button. This button is only available when the Plan Status is Approved.
- To complete other actions described above, select the button under the Action column.

TIP Interim Reviews are a review of an employee's performance which typically occurs midway through the performance cycle. (Note: Not a closeout Assessment or Annual Appraisal)

Number	Created By	Creation Date	Higher Level Review Date	Status	Communication Date	Communication Method	Employee Ack Date	Action	Delete
1	Blomme, Domingo X	20-Mar-2009		Initiated				<input type="button" value="Update"/>	

ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

[About this Page](#)

From this page the Rating Official can update or delete the Interim Review, transfer to the employee, track progress or return to the Main Page. Select the Update button to continue.



Interim Review- Rating Official

This is where the Rating Official would put in the Interim Review Assessment and then select the Return to Interim Reviews Tab at the top of the page.



Interim Review- Rating Official

Performance Appraisal Application (PAA)

ICE MyBiz ICE PAA V3 Diagnostics Home Logout Preferences

Create/Update Interim Review [Return To Interim Reviews Tab](#)

Employee Information
Employee Name **Blomme, Domingo X**
[▶ Show Employee Details](#)

Interim Review Initiator **Blomme, Domingo X** Interim Review Number **1**
Interim Review Status **Initiated**

Assessments **Approvals and Acknowledgments**

Approvals and Acknowledgments [Need Help?](#)

This screen provides information regarding the status of your employee's Interim Review.
Select 'Show' to see the detailed information about the status of your employee's Interim Review.

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
▶ Show	Step 1: Rating Official - Request or Document Higher Level Review (If Required). NOTE: If not required, go to Step 3	Not Started	Start
▶ Show	Step 2: Higher Level Reviewer - Review (If Required)	Not Started	Step 1 must be completed
▶ Show	Step 3: Rating Official - Document Communication to Employee	Not Started	Start
▶ Show	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed

[About this Page](#) ICE MyBiz ICE PAA V3 Diagnostics Home Logout Preferences

The Approvals and Acknowledgments Tab displays details about the approval steps of the employee's Interim Review. Select the Start button to continue.



Interim Review- Rating Official

Approvals & Acknowledgments
This screen provides information regarding the status of your employee's performance plan.

- Select the 'Start' button to complete a step.
- Select 'Show' to see detailed information about an approval (date, method of review, etc.).

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
<input type="checkbox"/> Hide	Step 1: Rating Official - Request or Document Higher Level Reviewer.	Not Started	<input type="button" value="Start"/>

TIP There are two options available to complete this step. If you are both the Rating Official AND Higher Level Reviewer, use Option B to document the approval.

Option A - Transfer to the Higher Level Reviewer (HLR)

Name	Title
Dobles, Titus K	Rating Official
Topps, Donella C	Higher Level Reviewer

TIP Please select new HLR from list of values, if required.

Change Higher Level Reviewer

Message to Higher Level Reviewer

This screen provides space for you to send a Higher Level Reviewer a message regarding an employee's Performance Plan. After writing the message, select the 'Transfer to Higher Level Reviewer with E-mail Notification' button to send the message.

Notice: You are about to contact Topps, Donella C by e-mail. Due to the unencrypted nature of this e-mail communication, please do not include any non-sensitive information or privacy act information in your e-mail.

From the Approvals and Acknowledgments tab, using Option A, the Rating Official can transfer the plan to the Higher Level Reviewer for review.



Interim Review- Rating Official

Option B - Document the higher level review has taken place by entering the following information:

Higher Level Reviewer:  Method of Review:
Review Date:  Other Method:

Step 2: Higher Level - Review	Not Started	Step 1 must be completed
Step 3: Rating Official - Document Communication to Employee	Not Started	Step 2 must be completed
Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed

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Using Option B, the Rating Official can document Higher Level Reviewer concurrence. The Rating Official completes this step once they have reviewed the plan and are ready for second-level review.



Interim Review- Rating Official

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

Create/Update Interim Review [Return To Interim Reviews Tab](#)

Employee Information
Employee Name **Blomme, Domingo X**
[▶ Show Employee Details](#)

Interim Review Initiator **Blomme, Domingo X** Interim Review Number **1**
Interim Review Status **Initiated**

Assessments **Approvals and Acknowledgments**

Approvals and Acknowledgments [Need Help?](#)

This screen provides information regarding the status of your employee's Interim Review.
Select 'Show' to see the detailed information about the status of your employee's Interim Review.

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
▶ Show	Step 1: Rating Official - Request or Document Higher Level Review (if Required) NOTE: If not required, go to Step 3	Completed	Start
▶ Show	Step 2: Higher Level Reviewer - Review (if Required)	Completed	
▶ Show	Step 3: Rating Official - Document Communication to Employee	Not Started	Start
▶ Show	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed

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The Approvals and Acknowledgments Tab displays details about the approval steps of the employee's Interim Review. Select the Start button to continue.



Interim Review- Rating Official

Create/Update Interim Review [Return To Interim Reviews Tab](#)

Employee Information
Employee Name **Eutler, Takako O**
[Show Employee Details](#)

Interim Review Initiator **Bogema, Genny B.** Interim Review Number **2**
Interim Review Status **Initiated**

Assessments **Approvals and Acknowledgments**

Approvals and Acknowledgments [Need Help?](#)

This screen provides information regarding the status of your employee's Interim Review.
Select 'Show' to see the detailed information about the status of your employee's Interim Review.

[Show All Details](#) | [Hide All Details](#)

Details - Tasks	Status	Action
Show Step 1: Rating Official - Request or Document Higher Level Review (if Required). NOTE: if not required, go to Step 3	Completed	Start
Show Step 2: Higher Level Reviewer - Review (if Required)	Completed	
Hide Step 3: Rating Official - Document Communication to Employee	Not Started	Start

Communication Date:

Communication Method:

Other Method:

[Save and Transfer to Employee for Acknowledgment](#) [Save and go to Step 4](#)

Show Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed
---	-------------	--------------------------

[About this Page](#) [ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

At this point the Rating Official can document communication to the employee and the acknowledgment, or the Rating Official can transfer it to the employee to acknowledge the Interim Review.



Interim Review- Rating Official

A screenshot of a web application titled "Performance Appraisal Application (PAA)". The page shows a confirmation step with the text "Confirmation" and "Are you sure you want to go to Step 4?". Below this, it asks "Do you want to continue?". At the bottom right of the form area, there are two buttons: "No" and "Yes". A black arrow points to the "Yes" button. The page includes a header with the National Guard Bureau logo and navigation links like "ICE MyBiz", "ICE PAA V2", "Diagnostics", "Home", "Logout", and "Preferences".

The Rating Official would select Yes if they are ready to document the employee's acknowledgment.



Interim Review- Rating Official

ICE MyBiz | ICE.PAA.V3 | Diagnostics | Home | Logout | Preferences

Create/Update Interim Review [Return To Interim Reviews Tab](#)

Employee Information
Employee Name: **Blomme, Domingo X**
[▶ Show Employee Details](#)

Interim Review Initiator: **Blomme, Domingo X**
Interim Review Status: **Pending Empl Acknowledgment**
Interim Review Number: **1**

Assessments | **Approvals and Acknowledgments**

Approvals and Acknowledgments [Need Help?](#)

This screen provides information regarding the status of your employee's Interim Review.
Select 'Show' to see the detailed information about the status of your employee's Interim Review.

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
▶ Show	Step 1: Rating Official - Request or Document Higher Level Review (if Required) NOTE: if not required, go to Step 3	Completed	Start
▶ Show	Step 2: Higher Level Reviewer - Review (if Required)	Completed	Start
▶ Show	Step 3: Rating Official - Document Communication to Employee	Completed	Start
▶ Show	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Start

[About this Page](#) | [ICE MyBiz](#) | [ICE.PAA.V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

The Approvals and Acknowledgments Tab displays details about the approval steps of the employee's Performance Plan. Select the Start button to begin.



Interim Review- Rating Official

Return To Interim Reviews Tab

Employee Information
Employee Name **Blomme, Domingo X**
[▶ Show Employee Details](#)

Interim Review Initiator **Blomme, Domingo X** Interim Review Number **1**
Interim Review Status **Pending Empl Acknowledgment**

Assessments **Approvals and Acknowledgments**

Approvals and Acknowledgments [Need Help?](#)

This screen provides information regarding the status of your employee's Interim Review.
Select 'Show' to see the detailed information about the status of your employee's Interim Review.

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
▶ Show	Step 1: Rating Official - Request or Document Higher Level Review (If Required) NOTE: If not required, go to Step 3	Completed	Start
▶ Show	Step 2: Higher Level Reviewer - Review (If Required)	Completed	
▶ Show	Step 3: Rating Official - Document Communication to Employee	Completed	Start
▼ Hide	Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Start

TIP These fields are auto-populated at the time of employee acknowledgment. If the employee is not available or refuses to acknowledge, you may update this area accordingly.

Acknowledgment

Other

Date

[Save](#)

[About this Page](#) [ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

The Rating Official is documenting the employee's acknowledgment of the Interim Review. Once documented, click Save to continue.



Interim Review- Rating Official

The screenshot shows the 'Performance Appraisal Application (PAA)' interface. At the top, there is a navigation bar with links for 'ICE MyBiz', 'ICE PAA V3', 'Diagnostics', 'Home', 'Logout', and 'Preferences'. Below this is a section titled 'Create/Update Interim Review' with a button labeled 'Return To Interim Reviews Tab' highlighted by a black arrow. The main content area includes 'Employee Information' for 'Blomme, Domingo X' and 'Interim Review Initiator: Blomme, Domingo X' with a status of 'Completed'. There are tabs for 'Assessments' and 'Approvals and Acknowledgments'. The 'Approvals and Acknowledgments' section contains a table of tasks with columns for 'Details', 'Tasks', 'Status', and 'Action'. The tasks listed are: Step 1 (Rating Official - Request or Document Higher Level Review), Step 2 (Higher Level Reviewer - Review), Step 3 (Rating Official - Document Communication to Employee), and Step 4 (Rating Official - Document Employee Acknowledgment). All tasks are marked as 'Completed'.

Details	Tasks	Status	Action
Show	Step 1: Rating Official - Request or Document Higher Level Review (If Required) NOTE: if not required, go to Step 3	Completed	Start
Show	Step 2: Higher Level Reviewer - Review (If Required)	Completed	Start
Show	Step 3: Rating Official - Document Communication to Employee	Completed	Start
Show	Step 4: Rating Official - Document Employee Acknowledgment	Completed	Start

The Rating Official selects the Return to Interim Reviews Tab button.



Interim Review- Rating Official

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

NG PAA - Rating Official

[Transfer to Employee](#) [Track Progress](#) [Return to Main Page](#)

Employee Information
Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

Plan | **Interim Reviews** | Annual Appraisal | Other Assessments | Reports/Forms

Interim Reviews
Interim Reviews are conducted to assess employee performance throughout the performance cycle. At least one Interim Review is required and is typically conducted at the mid-point of the cycle. From this screen you can create an Interim Review, update an Interim Review that has not been approved, and view a completed Interim Review. [Need Help?](#)

- To create an Interim Review, select the 'Create Interim Review' button. This button is only available when the Plan Status is Approved.
- To complete other actions described above, select the button under the Action column.

TIP Interim Reviews are a review of an employee's performance which typically occurs midway through the performance cycle. (Note: Not a closeout Assessment or Annual Appraisal)

[Create Interim Review](#)

Number Created By	Creation Date	Higher Level Review Date	Status	Communication Date	Communication Method	Employee Ack Date	Action	Delete
1 Blomme, Domingo X	20-Mar-2009	20-Mar-2009	Completed	20-Mar-2009	Face to Face	20-Mar-2009	View History	

[About this Page](#) | [ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

The Rating Official selects Transfer to Employee after the Interim Review is complete.



Track Progress

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

Track Progress [Return to Previous](#) [Need Help?](#)

Employee Information
 Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

This screen provides information regarding the status of your performance plan throughout the performance cycle. When you are done reviewing your status, select the "Return to Previous" button to resume your activity.

Plan	
Drafted	<input checked="" type="checkbox"/>
Reviewed by Higher Level Reviewer	<input checked="" type="checkbox"/>
Approved	<input checked="" type="checkbox"/>
Acknowledged by Employee	<input checked="" type="checkbox"/>
Interim Reviews	
Employee - Self-Assessment	<input checked="" type="checkbox"/>
Rating Official - Assessment	<input checked="" type="checkbox"/>
Reviewed by Higher Level Review - If Required	<input checked="" type="checkbox"/>
Communicated to Employee by Rating Official	<input checked="" type="checkbox"/>
Acknowledged by Employee	<input checked="" type="checkbox"/>
Appraisal	
Employee - Self-Assessment	<input type="checkbox"/>
Rating Official - Assessment	<input type="checkbox"/>
Higher Level Reviewer Approved	<input type="checkbox"/>
Communicated to Employee by Rating Official	<input type="checkbox"/>

[Return to Previous](#)

ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

About this Page

This page displays the status of the Performance Plan throughout the cycle.



Annual Appraisal- Employee

Performance Appraisal Application (PAA) Version 3.0

CEM/Biz ICEPAA V3 Home Logout Preferences Oracle Help Diagnostics

PAA Main Page Provide Guest Feedback My Journal

Employee

Performance Appraisal Application Main Page

[Need Help?](#)

Warning: The Performance Appraisal Application is designated for sensitive unclassified personnel information only. Do NOT enter classified information in this system. Unauthorized release of classified information is a violation of law and may lead to prosecution.

From the Main Page, you can create, update and view your Performance Plans, view and print part or an entire plan after it is created, and track the status of a plan. You can also search for completed plans by selecting the 'Show Completed Plans/Appraisals' link located at the bottom of this page.

To create a Performance Plan:

- Select 'Choose a Plan Type'
- Select Appraisal Plan Type
- Select the 'Go' button

To complete other actions described above:

- Select an option from the Action column
- Select the 'Go' button

Important: To become familiar with the columns, select the 'Need Help?' link.

Appraisals of Blomme, Domingo X

Create New Plan

--Choose a Plan Type--

Table Size: 10

Employee Name	Current Owner	Rating Official Name	Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current PAA Status	Action
Blomme, Domingo X	Blomme, Domingo X	Rhynes, Conrad Z	2009	211	16-Mar-2009	NG	Approved	Interim Review Completed	Update <input type="button" value="Go"/>

Select the link to search for completed plans:

[▶ Show Completed Plans/Appraisals](#)

PAA Main Page | Provide Guest Feedback | My Journal | ICE MyBiz | ICE PAA V3 | Home | Logout | Preferences | Oracle Help | Diagnostics



To begin the Annual Appraisal the employee selects Update and then the Go button.



Annual Appraisal- Employee

The employee would then select the Annual Appraisal Tab.



Annual Appraisal- Employee

The screenshot shows a web application interface for the Annual Appraisal process. At the top, there are navigation tabs: "Plan", "Interim Reviews", "Annual Appraisal" (which is selected), "Other Assessments", and "Reports/Forms". Below the tabs is a section titled "Assessments" with a sub-section "Assessments" and a note: "Select the 'My Journal' link to refer to or copy and paste any self-assessment information". There are two links: "Need Help?" and "My Journal".

Below this is a "Job Objectives" section with a table:

Select	Order	ObjectiveTitle	Status	Weights % (Optional)
<input type="checkbox"/>	1	test	APPROVED	
<input type="checkbox"/>	2	test	APPROVED	

Below the table is a "Job Objective" section with a text area containing the word "tester".

At the bottom is an "Employee Self Assessment" section with a large text area. A black arrow points to this area with the text: "This is where the employee inputs the Self Assessment."

This is where the employee would input their Annual Appraisal Self Assessment for each one of their job objectives.



Annual Appraisal- Employee

Performance Appraisal Application (PAA)

EMyBz: KEDAA.VZ | Dashboard | Home | Logout | Preferences

NG PAA

[Transfer to Rating Official](#) [Track Progress](#) [Return to Main Page](#)

Employee Information
Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

Plan | Interim Reviews | **Annual Appraisal** | Other Assessments | Reports/Forms

Assessments

Assessments
Select the 'My Journal' link to refer to or copy and paste any self-assessment information.

[Need Help?](#)
[My Journal](#)

Select	Order	Objective Title	Status	Weight (Option)
<input checked="" type="radio"/>	1	test	APPROVED	
<input checked="" type="radio"/>	2	test	APPROVED	

Job Objective

tester

After completing the Self Assessment for each job objective the employee selects the Transfer to Rating Official button.



Annual Appraisal- Employee

A screenshot of the Performance Appraisal Application (PAA) web interface. At the top left is the National Guard Bureau logo. The main heading is "Performance Appraisal Application (PAA)". Below this, there are navigation links: "ICE.MyBiz", "ICE.PAA.V3", "Diagnostics", "Home", "Logout", and "Preferences". The current page title is "Employee Notification to Rating Official - Rhynes, Conrad Z". Below the title are three buttons: "Cancel", "Transfer to Rating Official without E-mail Notification", and "Transfer to Rating Official with E-mail Notification". The "Message to Rating Official" section contains a text area for writing a message. Below the text area is a notice: "Notice: You are about to contact Rhynes, Conrad Z by e-mail. Due to the unencrypted nature of this e-mail communication, please do not include any non-public information such as social security numbers or privacy act information in your e-mail." At the bottom of the message section are the same three buttons as above. At the very bottom of the page are the navigation links: "About this Page", "ICE.MyBiz", "ICE.PAA.V3", "Diagnostics", "Home", "Logout", and "Preferences".

From this page the employee transfers the Annual Appraisal to the Rating Official for review and approval. If the employee transfers it using the Transfer to Rating Official with Email Notification option, the text box appears in the body of an email delivered to his/her email. The email address must be updated in My Biz or My Workplace for this functionality to work.



Annual Appraisal- Rating Official

Performance Appraisal Application (PAA)
Version 3.0

CEM/RB ICEBAA/3 Home Logout Preferences Oracle Help Diagnostics

PAA Main Page Provide Guest Feedback

Rating Official/Higher Level Reviewer

Performance Appraisal Application Main Page

[Need Help?](#)

Warning: The Performance Appraisal Application is designated for sensitive unclassified personnel information only. Do NOT enter classified information in this system. Unauthorized release of classified information is a violation of law and may lead to prosecution.

From the Main Page, you can create, update and view employee Performance Plans; change the Rating Official and/or Higher Level Reviewer, view and print part of an entire plan after it is created, close a plan, and track the status of a plan.

You can also search for completed plans by selecting the 'Show Completed Plans/Appraisals' link located at the bottom of this page.

To create a Performance Plan:

- Select 'Choose a Plan Type'
- Select 'Appraisal Plan Type'
- Select the 'Go' button

To complete other actions described above:

- Select an option from the Action column
- Select the 'Go' button

Important: To become familiar with the columns, select the 'Need Help?' link:

Plans/Appraisals In Progress

Show Me: Appraisal Year:

Create New Plan:

Employee Name	Current Owner	Rating Official Name	Appraisal Year	Appraisal ID	Plan Approval Date	Plan Type	Plan Status	Current PAA Status	Action
Blorume, Domingo X	Rhynes, Conrad Z	Rhynes, Conrad Z	2009	211	16-Mar-2009	NG	Approved	Interim Review Completed	<input type="text" value="Update"/> <input type="button" value="Go"/>

Select the link to search for Completed Plans:

[Show Completed Plans/Appraisals](#)



From the Main Page the Rating Official selects Update and then the Go button to begin reviewing the Annual Appraisal Self Assessments.



Annual Appraisal- Rating Official

NG PAA - Rating Official

Transfer to Employee Track Progress Return to Main Page

Employee Information
Employee Name **Blomme, Domingo X**
[Show Employee Details](#)

Plan Interim Reviews Annual Appraisal Other Assessments Reports/Forms

Plan Details Mission Goals Job Objectives Approvals & Acknowledgments

Plan Details
This screen provides information about the status of your employee's performance plan [Need Help?](#)

- Update the Appraisal Type and Appraisal Dates, if necessary.

Important Note: The Appraisal Period Start Date represents the start of your employee's performance evaluation period under this plan. Certain information such as the pay grade and step will be populated on the appraisal form based on this date. For additional guidance select the 'Need Help?' link.

- Change the Rating Official and/or Higher Level Reviewer.
- Transfer the Performance Plan to your employee.

To change a Rating Official, Higher Level Reviewer or both, select the 'Change Rating Official and/or Higher Level Reviewer' button.

When done, select the 'Next' button or the 'Mission Goals' tab

[Change Rating Official or Higher Level Reviewer](#)

Appraisal Type	Annual Appraisal - NG	Performance Plan Approval Date	16-Mar-2009
Appraisal Period Start Date	01-Oct-2008	Plan Last Modified Date	
Appraisal Period End Date	30-Sep-2009	Created By	Blomme, Domingo X
Appraisal Effective Date	01-Oct-2009		
Rating Official Name	Rhynes, Conrad Z		
Higher Level Reviewer	Fred, Abdul N		

[NEXT>](#)

[About this Page](#) [ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

From the Plan Details Tab the Rating Official selects the Annual Appraisal Tab.



Annual Appraisal- Rating Official

Employee Self Assessment

This is where the employee inputs the Self Assessment

Rating Official Assessment

This is where the Rating Official inputs the assessment

(Limit to 2000 characters)

Objective Rating: []

Optional Weight: []

Adjusted Weight: []

Job Objective Rating: [3]

Counter: 55

[Return to Top of Page](#)

Performance Appraisal Application (PAA)

ICE MyBiz ICEPAA V3 Diagnostics Home Logout Preferences

NG PAA - Rating Official [Transfer to Employee](#) [Track Progress](#) [Return to Main Page](#)

Employee Information
Employee Name **Bionne, Domingo X**
[Show Employee Details](#)

Plan Interim Reviews **Annual Appraisal** Other Assessments Reports/Forms

Assessments and Ratings **Rating of Record** Approvals & Acknowledgments

Assessments and Ratings
This screen allows you to view your employee's job objectives and self-assessment and write your evaluations. [Need Help?](#)

- Select the 'Radio' button next to the Job Objective you want to evaluate.
- Once all Assessments and Ratings have been assigned to Job Objectives, select the Rating of Record tab.

Appraisal Type: **Annual Appraisal - NG** Appraisal Period Start Date: **15-Oct-2008**
Appraisal Effective Date: **24-Sep-2009** Appraisal Period End Date: **23-Sep-2009**

Job Objectives

Select	Order	Objective Title	Status	Weights % (Optional)	Adjusted Weight	Rating
<input type="radio"/>	1	test	APPROVED			
<input type="radio"/>	2	test	APPROVED			

Job Objective
test

This is the location for the Rating Official to input the Annual Appraisal Assessment and the Job Objective Rating. Click on the Rating of Record Tab to continue.



Annual Appraisal- Rating Official

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA v3 | Diagnostics | Home | Logout | Preferences

NG PAA - Rating Official

Transfer to Employee | Track Progress | Return to Main Page

Employee Information
Employee Name: Blomme, Domingo X
[Show Employee Details](#)

Plan | Interim Reviews | **Annual Appraisal** | Other Assessments | Reports/Forms

Assessments and Ratings | **Rating of Record** | Approvals & Acknowledgments

Rating of Record
This screen allows you to review and update Job Objective ratings. Once you have completed your updates, select the 'Approvals and Acknowledgments' [Need Help?](#) tab to complete the process.

Important Note: Only "Approved" Job Objectives will be used to calculate the rating of record and average score. All "Approved" Job Objectives with assigned weights must equal a total of 100%. All weights, assigned and adjusted, must be a minimum of 10% and displayed in increments of 5.

Job Objective Ratings

Order	Objective Title	Status	Weight % (Optional)	Adjusted Weight	Rating
1	test	APPROVED		<input type="text" value="3"/>	<input type="text" value="3"/>
2	test	APPROVED		<input type="text" value="3"/>	<input type="text" value="3"/>

Rating of Record
Average Score: 3.00
Rating of Record: 3

About this Page | ICE MyBiz | ICE PAA v3 | Diagnostics | Home | Logout | Preferences

From this page the Rating Official can rate the job objective. You will also see the average score and the Rating of Record. From here the Rating Official will go to the Approvals and Acknowledgment Tab.



Annual Appraisal- Rating Official

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

NG PAA - Rating Official

[Transfer to Employee](#) [Track Progress](#) [Return to Main Page](#)

Employee Information
Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

Plan | Interim Reviews | **Annual Appraisal** | Other Assessments | Reports/Forms

Assessments and Ratings | Rating of Record | **Approvals & Acknowledgments**

Approvals & Acknowledgments
This screen provides information regarding the status of your employee's Appraisal. [Need Help?](#)

If the 'Start' button is active, select it to complete the process.

Select 'Show' to see the detailed information about the status of your Annual Appraisal.

[Show All Details](#) | [Hide All Details](#)

Details: Tasks	Status	Action
Show Step 1: Rating Official - Request or Document Higher Level Reviewer.	Not Started	Start
Show Step 2: Higher Level - Review	Not Started	Step 1 must be completed
Show Step 3: Rating Official - Document Communication to Employee	Not Started	Step 2 must be completed

[About this Page](#) | [ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

From the Approval and Acknowledgments Tab the Rating Official selects the Start button after the Annual Appraisal Assessments are put in for each job objective.



Annual Appraisal- Rating Official

Approvals & Acknowledgments
 This screen provides information regarding the status of your employee's performance plan.

- Select the 'Start' button to complete a step.
- Select 'Show' to see detailed information about an approval (date, method of review, etc.).

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
<input type="checkbox"/> Hide	Step 1: Rating Official - Request or Document Higher Level Reviewer.	Not Started	<input type="button" value="Start"/>

TIP There are two options available to complete this step. If you are both the Rating Official AND Higher Level Reviewer, use Option B to document the approval.

Option A - Transfer to the Higher Level Reviewer (HLR)

Name	Title
Dobles, Titus K	Rating Official
Topps, Donella C	Higher Level Reviewer

TIP Please select new HLR from list of values, if required.

Change Higher Level Reviewer:

Message to Higher Level Reviewer

This screen provides space for you to send a Higher Level Reviewer a message regarding an employee's Performance Plan. After writing the message, select the 'Transfer to Higher Level Reviewer with E-mail Notification' button to send the message.

Please review this performance plan and take the appropriate action under the Approvals and Acknowledgments tab.

Notice: You are about to contact Topps, Donella C by e-mail. Due to the unencrypted nature of this e-mail communication, please do not include any personal or security numbers or privacy act information in your e-mail.

From the Approvals and Acknowledgments tab, using Option A, the Rating Official can transfer the plan to the Higher Level Reviewer for review.



Annual Appraisal- Rating Official

Option B - Document the higher level review has taken place by entering the following information:

Higher Level Reviewer:  Method of Review:
Review Date:  Other Method:

Step 2: Higher Level - Review	Not Started	Step 1 must be completed
Step 3: Rating Official - Document Communication to Employee	Not Started	Step 2 must be completed
Step 4: Rating Official - Document Employee Acknowledgment	Not Started	Step 3 must be completed

[ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

Using Option B, the Rating Official can document Higher Level Reviewer concurrence. The Rating Official completes this step once they have reviewed the plan and are ready for second-level review.



Annual Appraisal- Rating Official

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

NG PAA - Rating Official

Track Progress | Return to Main Page

Employee Information
Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

Plan | Interim Reviews | **Annual Appraisal** | Other Assessments | Reports/Forms

Assessments and Ratings | Rating of Record | **Approvals & Acknowledgments**

Approvals & Acknowledgments
This screen provides information regarding the status of your employee's Appraisal. Select 'Show' to see detailed information about the status of your employee's Appraisal. [Need Help?](#)

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status	Action
Show	Step 1: Rating Official - Request or Document Higher Level Reviews	Completed	Start
Show	Step 2: Higher Level - Review	Completed	
Show	Step 3: Rating Official - Document Communication to Employee	Not Started	Start

[About this Page](#) | [ICE MyBiz](#) | [ICE PAA V3](#) | [Diagnostics](#) | [Home](#) | [Logout](#) | [Preferences](#)

At this point the Rating Official will begin documenting communication to the employee and the acknowledgment of the Annual Appraisal Rating by selecting the Start button.

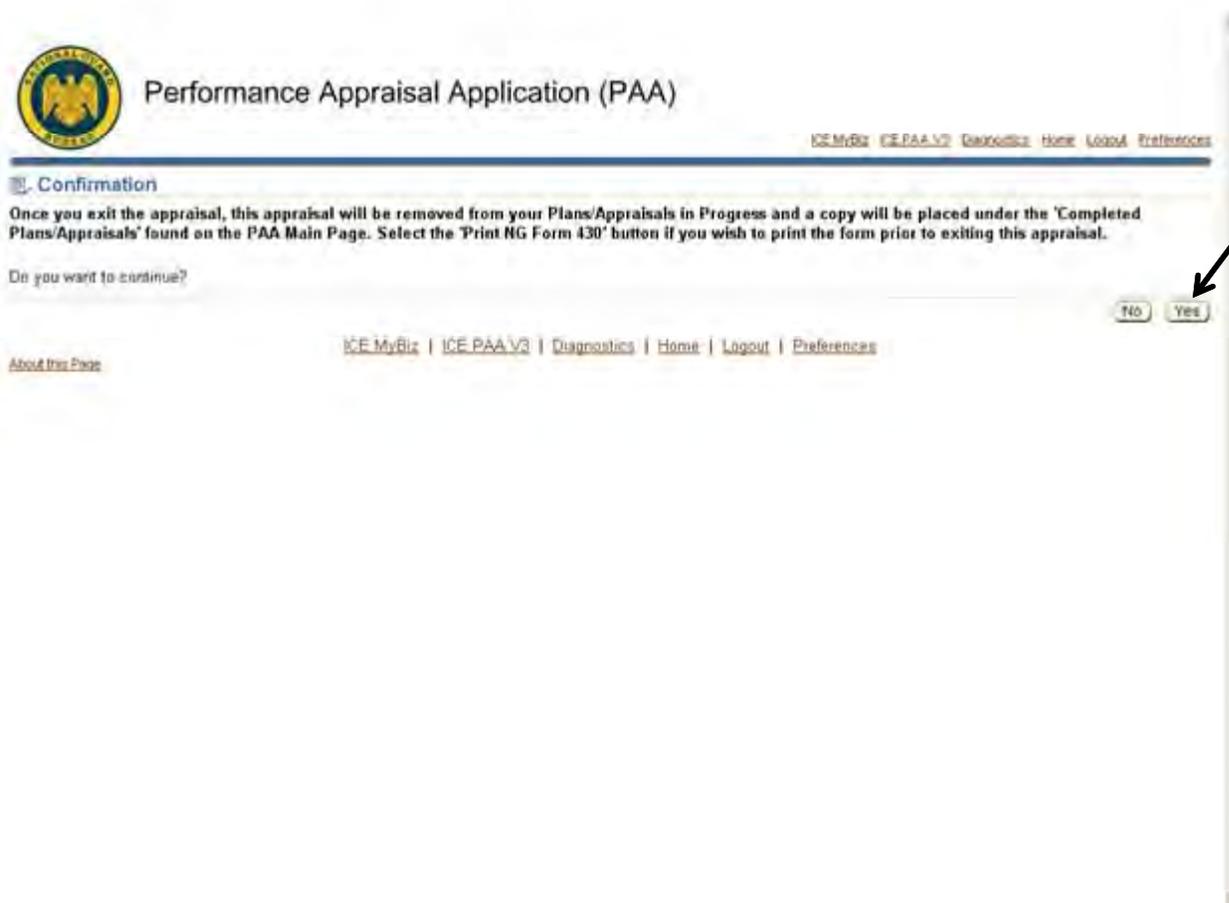


Annual Appraisal- Rating Official

From this page the Rating Official documents the communication to the employee of the Annual Appraisal.



Annual Appraisal- Rating Official



The Rating Official selects the Yes button to complete the Annual Appraisal.



Annual Appraisal- Rating Official

Performance Appraisal Application (PAA)

ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

NG PAA - Rating Official

Track Progress | Return to Main Page

Employee Information
Employee Name: **Blomme, Domingo X**
[Show Employee Details](#)

Plan | Interim Reviews | **Annual Appraisal** | Other Assessments | Reports/Forms

Assessments and Ratings | Rating of Record | **Approvals & Acknowledgments**

Approvals & Acknowledgments
This screen provides information regarding the status of your employee's Appraisal. Select 'Show' to see detailed information about the status of your employee's Appraisal. [Need Help?](#)

[Show All Details](#) | [Hide All Details](#)

Details	Tasks	Status
Show	Step 1: Rating Official - Request of Document Higher Level Reviewer	Completed
Show	Step 2: Higher Level - Review	Completed
Hide	Step 3: Rating Official - Document Communication to Employee	Completed

Communication Date: 20-Mar-2009
Communication Method: Face to Face
Other Method:
Rating Official Name: Rhynes, Conrad Z

[Print NG Form 430](#)

ICE MyBiz | ICE PAA V3 | Diagnostics | Home | Logout | Preferences

The Rating Official selects the Print NG Form 430 to print the document.



Reports and Forms

PAA Main Page | Provide Guest Feedback | My Journal

Employee

Performance Appraisal Application Main Page

[Need Help?](#)

Warning The Performance Appraisal Application is designated for sensitive unclassified personnel information only. Do NOT enter classified information in this system. Unauthorized release of classified information is a violation of law and may lead to prosecution.

From the Main Page, you can create, update and view your Performance Plans; view and print part or an entire plan after it is created; and track the status of a plan. You can also search for completed plans by selecting the 'Show Completed Plans/Appraisals' link located at the bottom of this page.

To create a Performance Plan:

- Select 'Choose a Plan Type'
- Select Appraisal Plan Type
- Select the 'Go' button

To complete other actions described above:

- Select an option from the Action column
- Select the 'Go' button

Important: To become familiar with the columns, select the 'Need Help?' link.

Appraisals of Blomme, Domingo X

Create New Plan

--Choose a Plan Type--

Employee Name	Current Owner	Rating Official Name	Appraisal Year	Appraisal ID	Plan Approval Date	Plan Type	Plan Status	Current PAA Status	Action
Blomme, Domingo X	Blomme, Domingo X	Rhynes, Conrad Z	2009	235	16-Apr-2009	NG	Approved	Plan Approved	<input type="button" value="Update"/> <input type="button" value="Update"/> ----- <input type="button" value="Transfer to Rating Official Reports/Forms"/> <input type="button" value="Track Progress"/>

Select the link to search for completed plans:

[▶ Show Completed Plans/Appraisals](#)

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About this Page

From this Main Page the employee, Rating Official, or Higher Level Reviewer can select the Reports/Forms option to begin viewing or printing selectable reports and forms.



Reports and Forms

These are the different areas of the form available to print. Until the Annual Appraisal is complete the Form 430 will be a working copy.



Reports and Forms

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Appraisals of Willette, Morgan M

Create New Plan

--Choose a Plan Type--

Table Size

Employee Name	Current Owner	Rating Official Name	Appraisal Year	Appraisal ID	Plan Approval Date	Type	Plan Status	Current PAA Status	Action
No results found.									

Select the link to search for completed plans.

[Hide Completed Plans/Appraisals](#)

Completed Plans/Appraisals

1. Begin with entering search criteria. The following fields can be entered in any combination, e.g., Appraisal Year only or Appraisal Year and Event.
 2. Select the Find button. Your results will be based on your search criteria. If there is no search criteria entered, your results will be all Completed Plans/Appraisals.

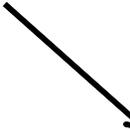
Appraisal Year

Event

Table Size

Appraisal Year	Appraisal ID	Type	Event	Event Completion Date	Reports/Forms
2009	31	NG	NG Performance Evaluation	30-Sep-2009	

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In order to view or print completed appraisals, select Show Completed Plans and Appraisals from the Main Page. From this area you can search by Appraisal Year and print by selecting the printer icon.