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DATE: February 23, 2026

TO: Heads of State Agencies and Human Resources Directors

SUBJECT: Continuous Performance Management (CPM) Deadline Reminders

The first full year of the Continuous Performance Management (CPM) system concluded on December 31, 2025. As we operate in the first year for CPM evaluations and new plannings, State Civil Service is sending this notification as a reminder of key requirements, upcoming evaluation deadlines, and associated planning deadlines.

A chart showing the current deadlines as indicated in the Civil Service Rules is provided below for reference.

CPM Component/SCS Rule	Deadline
CPM Evaluations for 2025 Performance Year <i>SCS Rule 10.7(a)</i>	March 1, 2026
CPM Plannings for 2026 Performance Year <i>SCS Rule 10.5(e)3</i>	March 1, 2026
Deadline for Employees to Request Agency Review for "Unsuccessful" ratings <i>SCS Rule 10.10(b)</i>	March 16, 2026
Deadline for Agency to Issue Results for Agency Review of "Unsuccessful" Ratings <i>SCS Rule 10.10(i)</i>	April 16, 2026
Deadline to provide report to the Appointing Authority of confirmed "Unsuccessful" performance evaluation ratings <i>SCS Rule 10.13(c)</i>	April 30, 2026

For additional information regarding CPM, please visit our [CPM Resources page](#).

State Civil Service would like to specifically highlight the following resources, which may be useful during the evaluation and planning process:

- [CPM Frequently Asked Questions \(FAQs\)](#)
- General Circular 2025-059: [LaGov HCM Entry Guidance for Continuous Performance Management \(CPM\)](#)
- General Circular 2025-012: [CPM Update No. 5: Exceptions to Civil Service Rule 10.4 \(Second Level Evaluator\)](#)

If you have any questions regarding this general circular, please contact [Elizabeth Montalbano](#), HR Program Support Division Administrator, at (225) 342-8276.

Sincerely,

s/Byron P. Decoteau, Jr.
State Civil Service Director