

**COMPARISON SUMMARY OF TAPES**  
**Change 1 AR 690-400, Chapter 4302**

**FORMER**

Senior Rater Profile - The profile which shows the number of Ratees at the same grade level that the Senior Rater rated at each of the five overall performance rating levels for a rating period.

Senior Rater with responsibility for managing performance awards budget **must approve all** ratings of record.

**NEW**

Senior Rater Profile **discontinued**.

The use of Senior Raters to review performance plans and rating of Fair and above is a **MACOM or Independent Reporting Activity decision** which may be delegated down the chain of command. **All activities at Fort Eustis and Fort Story will retain the use of Senior Raters.** Senior Raters must review all Unsuccessful ratings.

Performance Requirements

BASE SYSTEM

Success Level 1

Non-supervisor: Rated EXCELLENCE in at least **2 or more responsibilities** and SUCCESS in remainder.

Supervisor: Rated EXCELLENCE in **3 or more responsibilities** - at least one of which must be either Supervision/Leadership or EEO/AA - and SUCCESS on remainder.

Success Level 2

Non-supervisor: Rated EXCELLENCE in **1 of the responsibilities** and SUCCESS on remainder.

Supervisor: Rated EXCELLENCE in **two responsibilities** - at least one of which must be either Supervision/Leadership or EEO/AA - and SUCCESS in the remainder.

SENIOR SYSTEM

Success Level 1

Non-supervisor: Rated EXCELLENCE in **over 50% of Objectives** and SUCCESS in remaining Objectives.

Performance Requirements

BASE SYSTEM

Success Level 1

Non-supervisor: Rated EXCELLENCE in **3 or more responsibilities** and SUCCESS in remaining non-supervisory responsibilities.

Supervisor: Rated EXCELLENCE in **4 or more responsibilities** - one of which must be either Supervision/Leadership or EEO/AA - and SUCCESS in remaining responsibilities.

Success Level 2

Non-supervisor: Rated EXCELLENCE in either **1 or 2 responsibilities** and SUCCESS in the remaining non-supervisory responsibilities.

Supervisor: Rated EXCELLENCE in either **2 or 3 responsibilities** - one of which must be either Supervision/Leadership or EEO/AA - and SUCCESS in the remaining responsibilities.

SENIOR SYSTEM

Success Level 1

Non-supervisor: Rated EXCELLENCE in **75% or more of the Objectives** and SUCCESS in remaining non-supervisory Objectives.

**FORMER**

SENIOR SYSTEM cont.

Supervisor : Ratee must be rated EXCELLENCE **in over 50% of ALL Objectives** - which must include EXCELLENCE ratings for either Organizational Management/Leadership or EEO/AA Objective(s) – and SUCCESS in others.

Success Level 2

Non-supervisor: Rated EXCELLENCE in **25 - 50% of rated Objectives** and SUCCESS in remaining Objectives.

Supervisor: Ratee must be rated EXCELLENCE in over **25 - 50% of ALL Objectives** - which must include EXCELLENCE ratings for either Organizational Management/Leadership or EEO/AA Objective(s) – and SUCCESS in others.

DA VALUES

PERSONAL VALUES: Commitment, Competence, Candor, and Courage

ARMY ETHIC: Loyalty, Duty, Selfless Service, and Integrity

**NEW**

SENIOR SYSTEM cont.

Supervisor: Ratee must be rated EXCELLENCE in **75% or more of all Objectives** –which must include EXCELLENCE ratings for either Organizational Management/Leadership or EEO/AA Objective(s) and SUCCESS in others.

Success Level 2

Non-supervisor: Rated Excellence in **25% - 74% of rated Objectives** and SUCCESS in remaining Objectives.

Supervisor: Ratee must be rated EXCELLENCE in **25% – 74% or more of all Objectives** – which must include EXCELLENCE ratings in either Organizational Management/Leadership or EEO/AA Objective(s) – and at least SUCCESS in others.

ARMY CORE LEADERSHIP VALUES

Loyalty, Duty, Respect, Selfless Service, Honor, Integrity, and Personal Courage