

DCIPS Update (2007)

Meeting our Nation's intelligence needs is a substantial undertaking that Department of Defense (DoD) is poised to meet. Personnel flexibility is a critical component of our success. DCIPS offers much-needed flexibilities while accommodating the unique needs of the Defense Intelligence Components. My team has been working closely with our Defense colleagues at the Program Executive Office (PEO) National Security Personnel System (NSPS) to leverage best practices in human resource flexibilities.

In the coming months we will begin implementing the pay banding and performance management elements of DCIPS. At the heart of DCIPS is the ability to be rewarded for the contributions you make to our vital mission.

Senior leaders throughout the DoD intelligence community, the DCIPS Implementation Team, and your agency's human resource professionals are committed to providing you with information, training, and other support as we begin a phased implementation of DCIPS.

The DoD intelligence community has an important relationship with the Office of the Director of National Intelligence (ODNI) and a shared mission with the United States intelligence community as a whole. The implementation of DCIPS is a result of the ongoing collaboration between USD(I) and ODNI. DCIPS not only provides the necessary flexibility needed to manage the USD(I) workforce but also embodies the core values of the U.S. intelligence community – Commitment, Courage, and Collaboration.

I appreciate the support of every employee in Defense Intelligence as we implement DCIPS and continue to focus on our mission and exceed the expectations of our Nation.

Respectfully,

James R. Clapper, Jr.
Under Secretary of Defense for Intelligence
2007