

**DCIPS Update (February 2009)**

As the New Year gets underway, I want to provide an update on where we are with DCIPS. I am extremely pleased with the progress we have made this year; implementation of DCIPS Pay Bands and DCIPS Performance Management is well underway. Civilians at DIA and NGA and intelligence personnel at Navy and Marine Corps have now completed the transition to the performance-based compensation system. A significant amount of time and effort has been expended across the DoD intelligence components to make this transition a success and I extend my congratulations to all involved for a job well done!

A wealth of information and training has been made available to help make the transition to the pay banding and performance management aspects of DCIPS as smooth as possible. In fact, much of this information and training is available on the DCIPS web page to make it easy for DCIPS employees to keep abreast of new initiatives. This has helped minimize disruption to the workforce during a time of significant change.

As implementation efforts continue, the DCIPS Teams will work closely with the National Security Personnel System (NSPS) Program Executive Office (PEO) to ensure that DCIPS remains responsive to emergent human resources requirements across the Department. Continued collaboration with the Office of the Director of National Intelligence will guarantee that issues of mutual concern across the Intelligence Community are addressed from an enterprise perspective and resolved with an enterprise solution.

I am confident that the human resources flexibilities afforded by DCIPS will have a positive impact on the operational mission of the DoD intelligence components as a whole. Your contributions to this effort and your continued support to our goal of providing the highest quality intelligence support to the Department of Defense, the Intelligence Community, and the nation are sincerely appreciated!

Respectfully,

James R. Clapper, Jr.  
Under Secretary of Defense for Intelligence  
February 2009