

DCIPS Update (01 October 2009)

I am pleased to have the opportunity to comment on one of our most critical endeavors undertaken to date—implementation of the common Defense Civilian Intelligence Personnel System (DCIPS). This evolution of DCIPS provides consistency in the management of all Defense Intelligence positions and ensures that organizational mission priorities are linked to individual performance through robust performance management. As I have said a number of times, people are our greatest resource, and this system will ensure those employees who deliver results are rewarded accordingly.

The DCIPS components have always played an integral role in the development of DCIPS policy and ensured its responsiveness to individual organizational requirements. This laid a strong foundation for the initial conversion of Defense Intelligence employees to DCIPS performance management and pay bands in 2008 and will continue to support the remaining conversion efforts, the majority of which are due to be completed by the end of 2009.

Extensive communication and workforce training efforts at the USD(I) and component levels have contributed to the success of the transition thus far and fostered a clear understanding of the performance management aspects of the new system. Our communication efforts to the DCIPS workforce over the past year were aided by support from the DNI as well as the Administration. We are participating in an external review of DCIPS undertaken by the Government Accountability Office and will incorporate feedback from that review in our continuing evaluation of the system to ensure that it remains responsive to the needs of the Defense Intelligence Enterprise. We strive to keep all interested parties informed of our progress and continue to stress that the foundation of DCIPS rests in strong performance management and adherence to merit principles.

I applaud the efforts of the DCIPS components over the last year to make DCIPS a continued success and their ongoing commitment to operating the common DCIPS across the Defense Intelligence Enterprise. I know from the efforts and positive results with DCIPS that pay-for-performance transformation across the IC is a worthwhile endeavor.

Respectfully,

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