

**DCIPS Update (1 June 2010)**

Earlier today, the National Academy of Public Administration (NAPA) submitted its final report of findings and recommendations on the Defense Civilian Intelligence Personnel System (DCIPS) to the Congress, as required by Section 1114 of the National Defense Authorization Act for fiscal year 2010. The NAPA Panel concludes that DCIPS design is fundamentally sound and includes appropriate equity considerations and internal checks and balances to ensure fairness. At the same time the report is critical of the DCIPS implementation and provides numerous recommendations that we must address to improve the system's performance and acceptance by the workforce. I believe the recommendations provided by NAPA are useful and actionable as we work with the Department, the Director of National Intelligence and the Congress in determining the appropriate way ahead for DCIPS.

Throughout the past seven months, in an effort to maintain transparency, I have communicated with you and kept you informed regarding NAPA's independent review, and the implications of the NDAA language. To continue that effort, I am providing the link to NAPA's report, and I encourage each of you to read it, contemplate the findings and recommendations, and provide feedback through your DCIPS program office, or directly to my DCIPS program staff. Comments will be considered and addressed by each component and USD(I) as part of the overall effort to enhance and improve DCIPS and its implementation. The report can be found on the DCIPS webpage at <http://dtic.dcips.mil>.

I know this period has been challenging for all and I want to take this opportunity to thank each of you for being flexible and ensuring mission remained our top priority as we put in place processes for this interim period. I also thank you for the support and feedback you gave to NAPA as they performed their independent review. Your thoughts and comments through the on-line dialogue tool and focus sessions contributed valuable insight.

During the course of their independent review, NAPA heard it all, the good and the bad, and I believe that everything they heard contributed to their final recommendation that DCIPS continue. NAPA's report makes this recommendation upon finding that the DCIPS design is sound, and conditions the recommendation on additional efforts and attention being placed on communications, training and other focus areas. I remain committed to a personnel system that provides consistency and commonality across our community, is implemented and operates in a fair and equitable manner for all of our employees, and which recognizes your extraordinary performance in support of mission. I believe DCIPS is that system. Our next steps will be to thoroughly analyze each of the recommendations, and assist the Secretary with his response to the report, as mandated by Congress. As required by the NDAA, the Secretary's response will describe any actions taken or proposed to be taken in response to the NAPA report. I will continue to keep you informed on this effort.

Respectfully,

James R. Clapper, Jr.  
Under Secretary of Defense for Intelligence  
01 June 2010