

DCIPS Update (27 September 2010)

On August 5, 2010, Mr. Clapper provided his final Defense Civilian Intelligence Personnel System (DCIPS) update before being sworn in as the Director of National Intelligence. With his extensive experience, we were sad to see him go but pleased that his efforts and accomplishments were recognized with such an honor. Now, as the Acting Under Secretary of Defense for Intelligence, I want to take this opportunity to update you on refocusing DCIPS.

DCIPS site visits have engaged employees and supervisors at over 15 geographic locations to date. These site visits included employee and supervisor focus groups and town hall meetings, and we have received excellent feedback from participants. These visits will continue through October with local site visits also being scheduled for the Baltimore/Washington area.

The Defense Intelligence Human Resources Board (DIHRB), comprised of the Human Capital executive members for the Defense Intelligence components, met September 8, 2010 and made several policy decisions related to the transition of all DCIPS employees currently in DCIPS pay bands, with the exception of the National Geospatial-Intelligence Agency, to a graded structure. In addition, policy decisions were made regarding the operations of DCIPS in a graded structure. The decisions were as follows:

- The pay plan for DCIPS graded positions will be GG, the same pay plan used before transition to DCIPS bands;
- The structure includes 15 grades and 10 steps;
- A position-based transition will be used as we move to DCIPS grades. Position-based transition is a two-step process, and follows the precedent set by the National Security Personnel System. Under a position-based transition the position will be reviewed to determine the appropriate grade and the person assigned to the position will then be assigned to that grade;
- At transition to grades, those employees whose salaries fall between steps will be rounded up to the next higher step; however, those employees whose salaries fall above step 10 will not be rounded up; and
- Salary ranges for each grade will be permitted to go above step 10 for performance-based award recognition only. This includes Quality Step Increases, or similar performance-based awards that may be developed. These awards may permit ranges to extend to a "virtual step 12."

Policies and timelines are in development. A kickoff transition event is being planned for January for human resources practitioners, DCIPS leads and others with roles in the refocusing of DCIPS. We will continue to work with each component as they prepare for the transition to DCIPS grades. In addition, we continue to partner with the National Academy of Public Administration and they will provide advice and guidance as we implement these changes.

Developing a performance culture remains a focus as we make the necessary adjustments to DCIPS, our unified Defense Intelligence Enterprise personnel system. We will continue to provide updates as decisions are made, and we will work to answer your questions as quickly as possible.

Respectfully,

Thomas A. Ferguson
Acting Under Secretary of Defense for Intelligence
September 27, 2010