

This message is provided for historical purposes only. Transition of all affected components into DCIPS Grades was completed in April 2012.

DCIPS Way Ahead (09 May 2011)

Recently, I asked my senior leaders to join me in communicating the importance I place on DCIPS and to demonstrate their support of the changes necessary to move our personnel system forward. Transition to DCIPS Grades is the next milestone that the enterprise needs to achieve, with the exception of NGA who will remain in pay bands.

Each DCIPS component is fully focused on preparing for this transition. I have asked my staff to double their efforts in providing all the resources necessary to facilitate these changes. Although we anticipate having transition to DCIPS Grades completed by late winter, transition dates are contingent upon updated and approved DCIPS policies being in place and component achievement of readiness. I stand firm on these conditions because of my commitment to Congress and to you, that as we move forward, we will ensure that we are truly prepared to do so.

I look forward to the completion of this phase of growth and the refocusing of our efforts on the full range of capabilities that DCIPS offers, especially the aspects of performance management which drives organizational and mission success.

Michael G. Vickers
Under Secretary of Defense for Intelligence
09 May 2011