



**OFFICE OF THE UNDER SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-5000**

DEC 22 2010

INTELLIGENCE

**MEMORANDUM FOR ASSISTANT DEPUTY CHIEF OF STAFF, INTELLIGENCE (G2),
HEADQUARTERS, DEPARTMENT OF THE ARMY
CHIEF OF NAVAL OPERATIONS (N27)
DIRECTOR, INTELLIGENCE, SURVEILLANCE AND
RECONNAISSANCE RESOURCES, AIR FORCE
ASSISTANT DIRECTOR OF INTELLIGENCE FOR
INTELLIGENCE SUPPORT, HEADQUARTERS, MARINE
CORPS
DEPUTY DIRECTOR FOR HUMAN CAPITAL, DEFENSE
INTELLIGENCE AGENCY
DIRECTOR, HUMAN DEVELOPMENT DIRECTORATE,
NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
DIRECTOR, OFFICE OF STRATEGIC HUMAN CAPITAL,
NATIONAL RECONNAISSANCE OFFICE
ASSOCIATE DIRECTOR FOR HUMAN RESOURCES, NATIONAL
SECURITY AGENCY
DIRECTOR, HUMAN RESOURCES, DEFENSE SECURITY
SERVICE
CHIEF OF STAFF, OFFICE OF THE UNDER SECRETARY OF
DEFENSE FOR INTELLIGENCE**

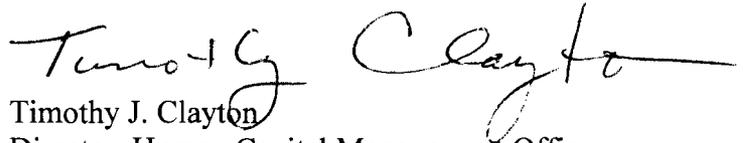
**SUBJECT: Continuation of Defense Civilian Intelligence Personnel System (DCIPS) INTERIM
Guidance**

On December 31, 2010, the restrictions on pay setting authorities imposed by the Fiscal Year 2010 National Defense Authorization Act (FY 10 NDAA) are scheduled to expire. There are no indications that new statutory restrictions will be imposed by any pending FY 2011 legislation. There will be no immediate effects on the DCIPS workforce as a result of the expiration of these statutory restrictions.

In August 2010, the Secretary of Defense advised the Congressional oversight committees that the Department would not proceed with its plans to link future Defense Intelligence employee base pay increases to performance. At that time, he provided the committees an action plan detailing how the department would implement recommendations of the National Academy of Public Administration for improvements to DCIPS, and transition those Defense Intelligence employees outside of the National Geospatial-Intelligence Agency who had converted to the DCIPS pay band structure to the DCIPS graded structure that would become a part of the DCIPS design going forward.



In the SECDEF notification to the committees, and in our subsequent meetings with Congressional staff, we have committed to having our regulatory framework updated with the revised policies that are required for transition, and ensuring that supervisors and employees are informed and trained prior to effecting transition of our workforce to the DCIPS graded structure outlined in the SECDEF decision memo. As a consequence of that decision, the DCIPS INTERIM policies that were developed to implement the FY 10 NDAA requirements will remain in effect until superseded by final revised DCIPS policies, and employees have been transitioned in accordance with the requirements of those regulations. My Point of Contact for DCIPS transition activities is Elizabeth Hoag, 703-604-1128.


Timothy J. Clayton
Director, Human Capital Management Office