



COMMAND, CONTROL,
COMMUNICATIONS, AND
INTELLIGENCE

OFFICE OF THE ASSISTANT SECRETARY OF DEFENSE
6000 DEFENSE PENTAGON
WASHINGTON, DC 20301-6000



20 JUL 1999

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, NATIONAL IMAGERY AND MAPPING AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY

SUBJECT: Implementation of the Defense Civilian Intelligence Personnel System (DCIPS)

The October 21, 1996 memorandum, "Delegations of Authority to Implement the Department of Defense Civilian Intelligence Personnel Policy Act of 1996, Public Law 104-201," which delegated authority to continue current operations in the Defense Intelligence Components was cancelled when DoD Directive 1400.35, "Defense Civilian Intelligence Personnel System (DCIPS)" (attached), became effective on March 19, 1999. On April 8, 1999, the undersigned was delegated the authorities and assigned the responsibilities of the Assistant Secretary of Defense for Command, Control, Communications, and Intelligence for civilian intelligence personnel matters, which includes DCIPS. As the Directive indicates, this effort will involve close collaboration with the Office of the Assistant Secretary of Defense for Force Management Policy.

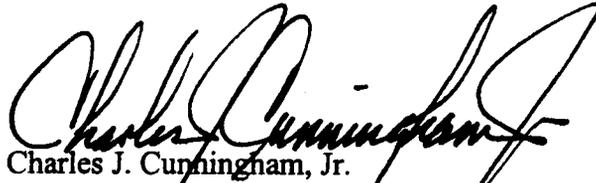
DCIPS will be implemented in phases. The initial phase continues current operations, but requires the following actions: (1) All components that have not already done so must convert to the appropriate appointing authority and (2) Pay plans for all General Schedule positions will be changed to "GG." All previous appointing authorities were repealed by sections 1632 and 1633 of the Department of Defense Civilian Personnel Policy Act of 1996, Pub. L. 104-201, Title XVI, 110 STAT. 2745, 2751.

Upcoming phases of DCIPS implementation will include the implementation of new regulations. Currently, the DCIPS Working Group, composed of representatives from the DoD intelligence agencies, the Military Departments, OASD(C3I), and OASD(FMP), is working on the initial regulations to be printed as subchapters in the Civilian Personnel Manual (CPM). These initial CPM subchapters include Defense Intelligence Senior Executive Service, Defense Senior Intelligence Level, Adjustment in Force, Time-Limited Appointments, and Employment and Placement.

Except as provided above and until specific DCIPS regulations or related guidance are issued, the DoD intelligence agencies and Military Departments are to continue to use the authorities which had been delegated by the October 21, 1996 memorandum, and component policies pertaining to the conduct of civilian intelligence personnel management and administration.



Additional copies of the DCIPS Directive are available on the Internet.
<<http://web.7.whs.osd.mil/corres.htm>>. If you have any questions, please contact Craig Capen,
(703) 614-7597 or (703) 695-1831.



Charles J. Cunningham, Jr.
Deputy Assistant Secretary of Defense
(Intelligence)

Attachment

cc:
ASD(FMP)
GC, DoD
DA&M