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UNDER SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-5000

INTELLIGENCE

JUN 15 2009

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, DEFENSE SECURITY SERVICE
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY

SUBJECT: Defense Civilian Intelligence Personnel System (DCIPS) Status

I am aware that recent calls to halt pay for performance and DCIPS have caused confusion and created leadership challenges and I appreciate your continued support and efforts as we move ahead with DCIPS as scheduled.

Pay for performance in the federal government has received a lot of attention recently, with calls to halt the National Security Personnel System (NSPS), DCIPS and pay for performance in general. We move forward with DCIPS knowing we have Secretary of Defense and Office of Management and Budget Office (OMB) support, due in part to your efforts in sharing data and increasing awareness with staff from House committees and the OMB. Your support has been crucial to sharing the message that the foundation of DCIPS rests in strong performance management, transparency and adherence to Merit System Principles.

At this time, approximately 45 percent of the DCIPS workforce has converted to DCIPS pay bands and approximately 75 percent has converted to DCIPS performance management. We will confirm the readiness of the remainder of the Defense intelligence components and expect them to convert as scheduled. Please share the contents of this memo with your employees. My point of contact for this matter is Kristi Waschull in the Human Capital Management Office at 703-604-1124.

James R. Clapper, Jr.

cc:
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Director of Naval Intelligence, Chief of Naval Operations (N2)
Director of Intelligence for Support, Headquarters, U. S. Marine Corps
Director of Intelligence, Surveillance and Reconnaissance Plans and Resources,
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