



INTELLIGENCE

UNDER SECRETARY OF DEFENSE
5000 DEFENSE PENTAGON
WASHINGTON, DC 20301-5000

MAY 9 2008

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

We are entering the final stages of preparation for DCIPS implementation. The Director of National Intelligence has recently published all but one of the framework Intelligence Community (IC) Directives on which we have built DCIPS. All core DCIPS policy subchapters necessary for implementation of our performance-based compensation system are in draft and coordination is in progress.

Our challenge now is to ensure that we maintain focus on the major tenets of IC pay modernization, and DCIPS implementation of those tenets within the Department. Policy and implementation consistency is foremost among the goals of the IC policy framework contained in the ICDs to which the Department has agreed. We have committed to both the DNI and the Congress that our DCIPS implementation will conform fully to the IC policy framework, and that DCIPS itself will be implemented uniformly within the Department.

In order to provide the necessary oversight to implementation of DCIPS within the Department, the head of each Defense Intelligence Component will ensure the following:

- That each planned Component implementing policy is posted to the DCIPS Readiness Tool, available at <https://macbeth.cpms.osd.mil/dcips/>;
- That all DCIPS implementing policies are in full compliance with DCIPS policy; and
- That any proposed variances to DCIPS policy be submitted with a business case to the Under Secretary of Defense for Intelligence (USD(I)) for approval.



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I appreciate your continued support to the DCIPS implementation. My OUSD(I) Point of Contact for DCIPS implementation requirements is Ms. Ellen McCarthy, who can be reached at 703-604-1124.



James R. Clapper, Jr.

cc:

Defense Intelligence Human Resource Board Secretariat
Assistant Deputy Director & Chief Community Human Capital Officer, ODNI