DCIPS
DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM

Quick Reference Guide

The Benefits of DCIPS Title 10 Excepted Service

The Defense Civilian Intelligence Personnel System (DCIPS) is a Statutory Excepted Service Personnel System, authorized by title 10 United States Code (USC), section 1601-1614, for the Intelligence Community (IC) which includes all Army DCIPS employees. DCIPS provides career opportunities across the DoD IC and the Army Intelligence Community and aligns individual work with mission and organizational goals. This Quick Reference Guide highlights the key features and benefits of Excepted Service for Army DCIPS employees.

Key Features	Benefits
Staffing Flexibilities	The Department of the Army, in accordance with Army Policy Volume 2005 (AP-V 2005), provides all employees (including DCIPS employees) with the opportunity to compete equally for positions that would otherwise be outside the area of consideration (i.e., a position that requires applicants to be from a specific geographic area). The Army's recruitment and placement procedures may include any combination of internal and external recruitment sources, allowing concurrent consideration of all sources identified. o **"Direct to Public" Hiring Authority:** The authority to directly consider applications from the public versus obtaining applications from the Office of Personnel Management (OPM). o **"On-the-Spot" Hiring Authority:** The ability to directly appoint an individual without having to go through the normal recruitment process and when it's known that using these processes will most likely not result in qualified candidates. o **Veterans' Preference Occurs at Selection Not At Application** o **Trial Periods Instead of Probationary Periods** o **Better Adjustment in Force Procedures:** There are no bump or retreat procedures for Army DCIPS employees.
Three Types of Position Coverage	The Army, within DCIPS Excepted Service positions, offers three different types of position coverage. o **Occupational:** Positions engaged in intelligence and related work (requiring a significant degree of specialized intelligence knowledge, skills, and abilities) in non-intelligence commands and activities. o **Organizational:** Positions in commands and activities that have a primary intelligence mission. o **Selected:** Positions in direct support of intelligence functions located within non-intelligence commands and activities may be covered by DCIPS.
Streamlined Career Path	Army DCIPS employees have a streamlined career path (i.e., lack of time-in-grade restrictions). According to AP-V 2005, emphasis is placed on the quality rather than the duration of experience which must demonstrate the possession of the knowledge, skills, abilities and competencies necessary for successful job performance.
Senior Programs	In Excepted Service, there is the Defense Intelligence Senior Executive Service (DISES) as well as the Defense Intelligence Senior Level (DISL) program for non-supervisory senior technical experts.

Frequently Asked Questions (FAQs):

What is Excepted Service and how does it apply to the Army? Excepted Service is defined in section 2103 of title 5 as a residual category of the civil service (i.e., civil service positions that are not in the Competitive Service or the Senior Executive Service (SES)). Certain positions (i.e., all Army DCIPS positions) are in the Excepted Service within the Department of the Army. DCIPS is jointly managed within the Army by the HQDA Office of the Deputy Chief of Staff for Personnel (ODCS, G-1) and the Office of the Deputy Chief of Staff for Intelligence (ODCS, G-2).

Why was Excepted Service established? Congress established the Excepted Service for occasions in which traditional competitive hiring procedures were impractical or unfeasible. Excepted Service provided government agencies with the flexibility to dually streamline their hiring processes (i.e., establish own evaluation criteria to use in filling excepted positions) and shape their human resource management systems to meet critical needs. Excepted Service is especially necessary for Army DCIPS employees due to the need to maintain secrecy about personnel matters for national security reasons.

What is the structure of Excepted Service? Positions excepted from the Competitive Service by OPM or by law are placed into three categories, Schedule A, B or C. Agencies may use any Excepted Service authority under Schedule A or Schedule B when applicable; only OPM can provide exceptions on a case-by-case basis under Schedule C for jobs having a confidential or policy-determining character. Please refer to the following link for more information on Schedule A, B or C: http://www.opm.gov/strategic_management_of_human_capital/fhfrc/flx05020.asp.

For more information on Excepted Service for Army DCIPS employees, please read AP-V 2005 and refer to the following link: http://www.cpol.army.mil/library/permiss/8601.html.