



Department of Defense DIRECTIVE

NUMBER 1400.35

March 18, 2002

ASD(C3I)

SUBJECT: Defense Civilian Intelligence Personnel System (DCIPS)

- References
- (a) DoD Directive 1400.35, "Defense Intelligence Personnel System (DCIPS)," March 19, 1999 (hereby canceled)
 - (b) Title 10, United States Code
 - (c) Secretary of Defense Memorandum, "Delegation of Authorities and Assignment of Duties under the National Defense Authorization Act for Fiscal Year 1997," November 14, 1996
 - (d) Executive Order 12333, "United States Intelligence Activities," December 4, 1981
 - (e) Section 401 et seq. of title 50, United States Code
 - (f) [DoD 1400.25-M](#), "Civilian Personnel Manual," December 3, 1996, Chapter 1000, "Alternative Civilian Personnel Management Systems"

1. REISSUANCE AND PURPOSE

This Directive:

- 1.1. Reissues reference (a) to assign policy and responsibilities for the DCIPS.
- 1.2. Implements Chapter 83 and other applicable Sections of reference (b) within the Department of Defense according to the guidance in reference (c).
- 1.3. Establishes the Defense Civilian Intelligence Board (DCIB).

2. APPLICABILITY

This Directive applies to the Office of the Secretary of Defense, the Military Departments, the Chairman of the Joint Chiefs of Staff, the Combatant Commands, the

Office of the Inspector General of the Department of Defense, the Defense Agencies, and the DoD Field Activities, and all other organizational entities within the Department of Defense (hereafter referred to collectively as "the DoD Components").

3. DEFINITIONS

3.1. DoD Intelligence Components. Those organizations identified in Section 1614 of reference (b) and, such other DoD organizational elements so designated according to Section 1614(2)(D) of reference (b) and this Directive, including the intelligence components of the Military Departments and the National Reconnaissance Office.

3.2. Intelligence Community. The agencies and organizations enumerated in Executive Order 12333 (reference (d)) and 50 U.S.C. 401 et seq. (reference (e)) as well as the DoD Intelligence Components.

3.3. Intelligence Function. The work performed by any portion of a Military Department or other DoD Component that fulfills an intelligence mission or intelligence-related mission.

4. POLICY

It is DoD policy that:

4.1. The DCIPS shall be the civilian personnel architecture for the DoD Intelligence Components.

4.2. The DCIPS shall provide for mobility and flexibility in assignments throughout the DoD Intelligence Components.

4.3. The DCIPS shall be implemented so as to improve the acquisition, diversity, skill mix, professional development, and long-term retention of a high quality workforce in the DoD Intelligence Components and the Intelligence Community workforce at large.

5. RESPONSIBILITIES

5.1. The Assistant Secretary of Defense for Command, Control, Communications, and Intelligence shall:

5.1.1. Develop policy in conjunction with the Under Secretary of Defense for Personnel and Readiness, or designee, for 10 U.S.C. 1601-1614, 1621-1623 (reference (b)).

5.1.2. Oversee the implementation and management of the policy developed under subparagraph 5.1.1.

5.1.3. Issue guidance applicable to specialized intelligence personnel management, in consultation with the Director of Central Intelligence, as appropriate, consistent with 50 U.S.C. 401 *et seq.* (reference (e)).

5.1.4. Make recommendations to the Secretary of Defense relating to the termination of employment of any employee in a defense intelligence position external to the Military Departments, under Section 1609 (reference (b)).

5.1.5. Co-chair the Defense Civilian Intelligence Board with the Under Secretary of Defense for Personnel and Readiness, or designee.

5.1.6. Designate, on behalf of the Secretary of Defense, the following:

5.1.6.1. Department of Defense organizational elements that perform intelligence functions as Department of Defense Intelligence Components, with the concurrence of the Head of the Department of Defense Component affected, according to Section 1614 (reference (b)).

5.1.6.2. Positions that are not located in a Department of Defense Intelligence Component as Department of Defense intelligence positions with the concurrence of the Head of the Department of Defense Component to which the positions reports, and according to Section 1601 (reference (b)).

5.1.7. Develop and provide Defense Civilian Intelligence Personnel System subchapters for DoD 1400.25-M (reference (f)) in coordination with the Under Secretary of Defense for Personnel and Readiness, or designee.

5.1.8. Coordinate and exchange information with Under Secretary of Defense for Personnel and Readiness, or designee, and Office of the Secretary of Defense officials and Heads of the DoD Components exercising collateral or related functions.

5.1.9. Provide intelligence guidance to the Heads of Department of Defense Components not identified as DoD Intelligence Components according to reference (b), which have designated intelligence positions in their respective DoD Component.

5.2. The Under Secretary of Defense for Personnel and Readiness, or designee, as the principal staff assistant and advisor to the Secretary and Deputy Secretary of Defense for civilian personnel management matters in the Total Force structure, shall:

5.2.1. Incorporate and publish Defense Civilian Intelligence Personnel System subchapters in Department of Defense 1400.25-M (reference (f)) as developed in coordination with the Assistant Secretary of Defense for Command, Control, Communications, and Intelligence.

5.2.2. Propose changes to Chapter 83 of reference (b) to the Assistant Secretary of Defense for Command, Control, Communications, and Intelligence.

5.2.3. Co-chair the Defense Civilian Intelligence Board with the Assistant Secretary of Defense for Command, Control, Communications, and Intelligence.

5.2.4. Appoint an Executive Secretary for the Defense Civilian Intelligence Board to provide administrative support.

5.3. The Director, Administration and Management shall:

5.3.1. Advise the Assistant Secretary of Defense for Command, Control, Communications, and Intelligence and the Under Secretary of Defense for Personnel and Readiness, or designee on the Defense Civilian Intelligence Personnel System development and implementation in accordance with reference (c).

5.3.2. Provide a senior representative to the Defense Civilian Intelligence Board.

5.3.3. After functional review and approval by the Assistant Secretary of Defense for Command, Control, Communications, and Intelligence, authorize the allocation of Defense Intelligence Senior Executive Service resources if such an allocation meets other executive priorities and guidance issued by the Secretary and Deputy Secretary of Defense.

5.3.4. Manage the Defense Intelligence Senior Executive Service rank awards program.

5.4. Directors of Non-Intelligence Department of Defense Components outside the Military Departments with designated intelligence positions shall:

5.4.1. Provide a senior representative to the Defense Civilian Intelligence Board to represent functional and personnel perspectives.

5.4.2. Support the work of the Defense Civilian Intelligence Board, as required.

5.4.3. Implement Defense Civilian Intelligence Personnel System policies, procedures, programs, and requirements as specified in this Directive.

5.5. The Secretaries of the Military Departments and Directors of DoD Intelligence Components shall:

5.5.1. Provide a senior representative to the Defense Civilian Intelligence Board to represent functional and personnel perspectives.

5.5.2. Support the work of the Defense Civilian Intelligence Board, as required.

5.5.3. Implement Defense Civilian Intelligence Personnel System policies, procedures, programs, and requirements as specified in this Directive.

5.5.4. Supplement the policies, procedures, requirements, and guidance as authorized in Chapter 100 of reference (f) and other related DoD issuances, as appropriate, consistent with Department of Defense policy.

5.6. The Secretaries of the Military Departments shall exercise the authority of the Secretary of Defense under Section 1609 of reference (b) relating to the termination of employment of any employee in a defense intelligence position in their respective Military Departments according to reference (c).

5.7. The General Counsel of the Department of Defense shall provide a senior representative to the DCIB.

5.8. The Defense Civilian Intelligence Board shall advise the Assistant Secretary of Defense for Command, Control, Communications, and Intelligence and the Under Secretary of Defense for Personnel and Readiness, or designee, on Defense Civilian Intelligence Personnel System matters, including the development, implementation, and administration of, and proposed changes to the Defense Civilian Intelligence Personnel System.

6. EFFECTIVE DATE

This Directive is effective immediately.



Paul Wolfowitz
Deputy Secretary of Defense