

# Empower Your Employee (EYE) The EYE of DCIPS



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ISSUE 1

## Welcome to the First Edition of the EYE



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Do you know what the Defense Civilian Intelligence Personnel System (DCIPS) is? This monthly newsletter will help you to respond positively to that question and others. The EYE will serve as a valuable source for information about implementing the new DCIPS Pay for Performance system for “GG” civilian employees across the Army Intelligence Community. The EYE will contain implementation news, updates and a list of upcoming communication tools and events. In addition, future issues will include fun puzzles and/or games to test your overall DCIPS knowledge. The EYE of DCIPS is only as good as what you, the reader, get out of it. If you have suggestions on how to improve the EYE, please visit the DCIPS website and click on “Contact Us.” This will allow you to send an email with your suggestions. We welcome any and all suggestions!

## What is DCIPS?

DCIPS is a Title 10 Excepted Service human resource system that incorporates all Department of Defense (DoD) civilians within the Intelligence Community under a single, performance-based, mission-focused human capital management system that furthers the goals of both DoD and the Office of the Director of National Intelligence (ODNI). DCIPS emphasizes recognizing employees, developing individuals and rewarding performance and contributions versus longevity.

Mr. James R. Clapper, Jr., Under Secretary of Defense for Intelligence stated “DCIPS not only provides the necessary flexibility needed to manage the USD(I) workforce but also embodies the core values of the U.S. intelligence community – Commitment, Courage, and Collaboration.”

For the Army Intelligence Community, the new DCIPS is the next evolutionary step for our current grade banded system from which Army has benefited from increased management flexibilities to recruit, retain, recognize and reward performance since 1990.

Under the new system, your contributions to the mission of your organization will be compensated in new ways under DCIPS. Managers and supervisors (military and civilian who supervise DCIPS employees) will have more tools to ensure the right people are in the right jobs. Additionally, employees will have more opportunities to demonstrate and communicate how their accomplishments support organizational mission and goals through an enhanced performance management system and in turn will be compensated accordingly.

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*-Mr. James R. Clapper, Jr., Under Secretary of Defense for Intelligence*

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## What is DCIPS (continued)

The five points of DCIPS are:

- NEW occupational structure
- NEW pay band system
- ENHANCED performance management process
- ENHANCED career management
- NEW performance-based payouts

Articles on each of these areas will be included in future issues of the EYE.

## Senior Executive Kickoff Held in October

On 24 October 2008, the Deputy Chief of Staff, G-2 LTG John F. Kimmons and Mr. James T. Faust, ADCS, G-2 hosted a Senior Executive Kickoff in the Pentagon and via VTC to organizations around the globe. Ms. Yolanda Watson, Chief, Intelligence Personnel Management Office presented updates on DCIPS implementation and associated timelines. A guest panel of experts shared their experiences and lessons learned from past and current National Security Personnel System (NSPS) and DCIPS implementation efforts. The guest panel included Ms. Laura Snow, Director of Human Development Directorate from the National Geospatial-Intelligence Agency (NGA), Ms. Melissa Daston, Director of Human Capital from the Defense Intelligence Agency (DIA), Ms. Stephanie Olson, Director of Training and Communication from the Civilian Personnel Management Service (CPMS), and Ms. Lee Ann Eudaily, NSPS Program Manager from U.S. Army. To close out the event, the panel answered questions from participants regarding DCIPS and/or lessons learned. It was an excellent opportunity to collaborate and share information across the community. Materials presented at this event can be viewed from our website.

## The Role of the Army Intelligence Transition Team

A major milestone such as the implementation of DCIPS requires a partnership from the highest echelons in Army cascading through to the supervisor and employee. Therefore, Headquarters Department of the Army, Office of the Deputy Chief of Staff, Intelligence, Intelligence Personnel Management Office (IPMO) serves as the headquarters for DCIPS implementation throughout Army Intelligence and coordinates policy and implementation efforts with offices such as the Assistant Deputy Chief of Staff, G-1 for Civilian Personnel, Office of the General Council, and the Assistant Secretary of the Army for Manpower and Reserve Affairs (ASA(M&RA)). The IPMO has also partnered with KADIX a contract team which together with the IPMO staff comprises the "IPMO Transition Team" to guide Army towards a successful DCIPS implementation.

## The Role of the Army Intelligence Transition Team (continued)

In February 2008, Transition Managers were appointed by the commands to serve as the “Voice of DCIPS” within their command

Some of the key responsibilities of the Transition Managers are to:

- Disseminate DCIPS communications to their employees;
- Collaborate with the IPMO DCIPS Implementation Team to schedule trainings, town halls, and executive road shows within their individual commands;
- Attend training opportunities and meetings to learn more about DCIPS implementation and receive updates
- Ensure all DCIPS tasks are completed;
- Answer employees’ questions about DCIPS or find someone who can.

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*In the end, Transition Managers serve as the key cornerstone of a successful DCIPS implementation.*

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Transition Managers serve as the gateway between leadership and the employees within their commands so it’s critical that they stay current on the DCIPS implementation process. In the end, Transition Managers serve as the key cornerstone of a successful DCIPS implementation. Visit our website to view a list of Army DCIPS Transition Managers.

DCIPS employees also play an important role in supporting the IPMO Transition Team and Transition Managers. It is critical that employees stay engaged with Transition Managers attend trainings as they become available, and participate in other DCIPS-related events such as the upcoming town halls. It’s important for employees to ask questions and stay informed during this important transition.

### DCIPS Training

It is critical that employees take the DCIPS training that is currently available so they can become more knowledgeable about DCIPS. Army’s goal is to deliver training in like manner as NSPS training. The Intelligence Personnel Management (IPMO) Transition Team is coordinating a training and execution strategy to accomplish this goal. Also, there are on-line courses currently available on the USD(I) website for DCIPS employees to complete.

The following courses are mandatory prior to conversion for DCIPS civilians and supervisors/managers who supervise DCIPS civilians:

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	HR	Employees	Managers/ Supervisors	Notes
DCIPS 101	✓	✓	✓	1 hour web course
HR Elements & Performance Management	✓	✓	✓	Employees – 1-2 days Mgrs/Sup – 2-3 days HR – 3-4 days
SMART Objectives Workshop	✓	✓	✓	2 hour workshop
Communication Workshop for Managers/Supervisors	✓		✓	2 hour workshop
iSuccess DCIPS	✓	✓	✓	1 hour web course
Pay Pool Overview	✓	✓	✓	1 hour web course
Pay Pool Management for Members and Advisors	✓		(If Pay Pool Members)	2.5 days (includes simulation exercise)
Pay Pool for Rating Officials and Employees	✓	✓	✓	2 or 4 hour workshop

## Learn More about DCIPS

The DCIPS website went live in June 2008 and will be updated on a regular basis. The website contains DCIPS news, updates and briefings and all are encouraged to sign up on the website to receive emails when new information is posted. If you have any feedback or questions regarding DCIPS, please click on “Contact Us” and send us an email.

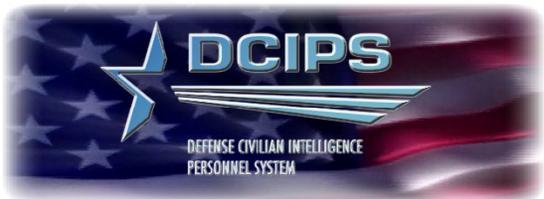
NIPRnet: <http://www.dami.army.pentagon.mil/site/dcips/>

SIPRnet: <http://www.dami.army.smil.mil/site/dcips>

JWICS: <http://www.dami.ic.gov/site/dcips>

Email Subscription Signup: [Click Here](#)







CONTACT US

## Upcoming Events

The IPMO Transition Team is in the process of identifying dates in January and February for the special communication events listed below. Once the dates are finalized, they will be communicated to the Army Intelligence Community.

- **Executive Road Shows**
- **Town Halls**

Happy Holidays from the  
IPMO Transition Team!