DEPARTMENT OF THE ARMY
OFFICE OF THE DEPUTY CHIEF OF STAFF, G-2
1000 ARMY PENTAGON
WASHINGTON, DC 20310-1000

DAMI-CP

JUL 17 2009

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Delegation of Authority for the Defense Civilian Intelligence Personnel System (DCIPS) and Issuance of Army Interim DCIPS Policy

1. References:

a. Memorandum, Under Secretary of Defense, 14 Jul 08, subject: Approval of Final Interim Regulations for Implementation of the Common Defense Civilian Intelligence Personnel System Architecture (Enclosure 1).

b. Memorandum, Secretary of the Army, 22 May 09, subject: Delegation of Authority for Army Defense Civilian Intelligence Personnel System (DCIPS) Implementation (Enclosure 2).

c. Memorandum, Assistant Secretary of the Army for Manpower and Reserve Affairs, 16 Jun 09, subject: Delegation of Authority for Army Defense Civilian Intelligence Personnel System (DCIPS) Implementation (Enclosure 3).

d. Interim Department of the Army DCIPS Policy, all volumes.

2. The Army G-2 has approved the release of the Army Interim DCIPS Policy for implementing DCIPS within the Department of the Army. This interim policy is effective immediately. Additionally, the key authorities, roles, and responsibilities for DCIPS implementation are delegated to Army Commanders (Enclosure 4).

3. The Army G-2 hereby delegates to Commanders of the Army Commands, Commanders of the Army Service Component Commands, Commanders/Superintendent of the Direct Reporting Units (DRUs) and the Administrative Assistant to the Secretary of the Army various DCIPS authorities, as set forth in the Department of Defense Instruction 1400.25 Volume 2001, 29 Dec 08, and where permitted as set forth in the Army Interim DCIPS Policy. For purposes of this delegation, the Principal Officials of the Headquarters, Department of the Army, their staffs and other elements, including Field Operating Agencies, Staff Support Agencies, and DRUs not covered above, to include the U.S. Army Acquisition Support Center, fall under the purview of the Administrative Assistant to the Secretary of the Army.

4. The Army G-2 encourages the further delegation of this authority to the lowest practicable level, consistent with this policy. Organizations shall forward copies of any supplements to these policies to the Intelligence Personnel Management Office, Office of the Deputy Chief of Staff, G-2, Headquarters, Department of the Army, 1000 Army Pentagon, Room 2D350, Washington, DC 20310-1000. Authority must be exercised in strict compliance with applicable laws, rules and regulations.

5. This delegation supersedes any previous delegation of authority given to the above delegates. This delegation shall remain in effect until earlier cancelled, modified or withdrawn.

4 Encls

RICHARD P. ZAHNER
Lieutenant General, GS
Deputy Chief of Staff, G-2

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DIRECTOR, CIVILIAN HUMAN RESOURCES AGENCY

Enclosure: Authorities Delegated to Commanders for Army
Defense Civilian Intelligence Personnel System (DCIPS) Implementation

1. The purpose of this enclosure is to provide a synopsis of the primary human capital authorities, roles, and responsibilities as outlined in the seven Army Interim DCIPS Policies that the Deputy Chief of Staff, G-2 is delegating to Army Commanders with DCIPS employees.

2. The following authorities/roles/responsibilities are delegated to Army Commanders with DCIPS employees to:

a. Direct implementation of DCIPS, ensuring that any supplemental command-wide DCIPS policies and procedures are flexible, cost-effective and efficient.

b. Manage command classification, employment and placement, compensation, awards, employee relations, performance management, and pay pool management programs and issue supplemental guidance where permitted.

c. Evaluate the implementation and effectiveness of DCIPS programs to ensure alignment with the goals and objectives of the Human Capital Strategic Plan.

d. Act as the DCIPS Performance Management Performance Review Authority (PM PRA) and establish PM PRA structure. Ensure consistency of performance management policies and decisions within the command.

e. Act as the Pay Pool Performance Review Authority and ensure the consistency in application across the command. Certify in writing to the Deputy Chief of Staff, G-2 the outcome of the pay pools before pay outs can occur.

f. Establish command-wide goals and objectives for all aspects of DCIPS in support of EEO.

g. Appoint in writing Intelligence Career Program managers.

h. Determine, recommend, and monitor personnel management resource requirements necessary to support intelligence functions within their command.

i. Ensure DCIPS employees and their rating and reviewing officials receive DCIPS training.

j. Manage command compensation program and establish supplemental compensation administration guidance.

3. All command guidance must be in compliance with Army and OSD policy/programs.