DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

JAN 25 2010

SAMR-CPQ

MEMORANDUM FOR THE UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE

SUBJECT: Request a Delay in Convening Defense Civilian Intelligence Personnel System (DCIPS) Pay Pools in Department of Army Intelligence Community

1. References.

a. Memorandum, Under Secretary of Defense, Intelligence (USD(I)), November 3, 2009, subject: The Way Forward on the Defense Civilian Intelligence Personnel System.

b. Memorandum, Under Secretary of Defense, Intelligence, October 22, 2008, subject: Army Request to Delay Implementation of Defense Civilian Intelligence Personnel System (DCIPS).

c. Memorandum, Deputy Chief of Staff, G-2, September 2, 2008, subject: Modification of Army Defense Civilian Intelligence Personnel System (DCIPS) Implementation Timeline.

2. The purpose of this memorandum is to solicit your approval to delay DCIPS pay pools for the Army Intelligence workforce. USD(I)'s approval of the Army DCIPS Implementation Timeline, as depicted in reference b, provided for the first rating cycle to occur from July 2009 until September 2010, with the first formal pay pool to occur in November 2010, and the first performance based pay out to occur in January 2011. Given the requirements imposed by Public Law 111-84, Fiscal Year 2010 National Defense Authorization Act, that suspended certain provisions of the DCIPS performance-based adjustments to base pay, and its execution as required by reference a, request your approval to delay DCIPS pay pools for the Army Intelligence workforce from November 2010 until November 2012. Hence, the first official pay out resulting from the 2012 pay pool would occur in January 2013.

3. This request is necessary to mitigate the many challenges currently levied on Department of the Army employees, managers, supervisors and the civilian human resources community. Unlike many of the Combat Support Agencies, the Army DCIPS community is not a single entity, but a workforce nested within Army organizations who are deeply engaged in providing direct and in-direct support to our war fighters; an all-consuming enterprise effort. This effort, coupled with the implementation of the Base Realignment and Closure actions, repeal of the National Security Personnel System, changes associated with the suspension of certain DCIPS pay-setting regulations, and

now the added requirement to train the Army DCIPS workforce on DCIPS pay pools is a major workload for an already stressed civilian human resources community. These pay pools serve to benefit no employee in that no change to an employee's base pay results, but consume numerous work hours for Army senior leaders, employees, managers, supervisors and the civilian human resources community.

4. As an opportunity to pledge my full support to refine and improve upon Defense Intelligence personnel management and administration, I will ensure the establishment of Army wide bonus policy for use during this period that is consistent with the DoD policy governing performance-based compensation. Doing so will allow the Department of Army to provide results to the USD(I) Human Capital Management Office and enable Army participation in both the independent review and the internal evaluation of DCIPS.

5. Point of contact for Army's DCIPS implementation efforts is Ms. Yolanda Watson, (703) 695-2443, DSN: 225-2443, or e-mail: yolanda.watson@us.army.mil.

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(Manpower and Reserve Affairs)