UNDER SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-5000

JAN 15 2010

INTELLIGENCE

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGECNY
DIRECTOR, NATIONAL RECONNAISSANCE AGENCY
DIRECTOR, NATIONAL SECURITY AGENCY
DIRECTOR, DEFENSE SECURITY SERVICE

SUBJECT: National Academy of Public Administration review of the Defense Civilian Intelligence Personnel System

On January 7, 2010, the Secretary of Defense, the Director of National Intelligence, and the Director of the United States Office of Personnel Management jointly designated the National Academy of Public Administration (NAPA) as the independent organization to conduct a review of the Defense Civilian Intelligence Personnel System (DCIPS) as required by the Fiscal Year 2010 National Defense Authorization Act. NAPA is an independent non-profit organization Congressionally-chartered to evaluate public policy, organizational, and other governmental management issues.

Over approximately the next three months, the NAPA team will conduct fact-finding across the Defense Intelligence enterprise on the DCIPS design and implementation in order to develop the recommendations of an expert panel of NAPA Fellows for the future direction of DCIPS. Their work will require that they engage your employees and managers who are covered by DCIPS to understand their views. There will be a variety of opportunities for employees to share their thoughts and perceptions through employee surveys, focus groups, web-based collaboration tools, and individual interviews.

NAPA is working toward a deadline of June 1, 2010 to provide the final report of the panel's findings, conclusions, and recommendations to the Secretary of Defense and the Congressional oversight committees. I ask that you join with me to support the NAPA team during their review of DCIPS, and that you encourage your workforce to participate as opportunities are offered.

We will work with your staffs to coordinate the activities of the NAPA team and communicate their plans. Please provide a point of contact who will act on your behalf to coordinate activities and manage communications regarding the NAPA review within your organization by January 20, 2010. My point of contact for the NAPA review is James Seacord in my Human Capital Management Office, 703-604-1209, or email at James.Seacord@osd.mil.

James R. Clapper, Jr.