

U.S. OFFICE OF PERSONNEL MANAGEMENT
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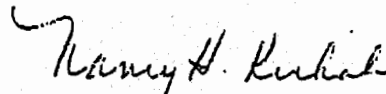
Date: November 3, 2003

Notice of OPM Policy Information

AGENCIES: This notice announces the extension of the interchange agreement with the former Civilian Intelligence Personnel Management System, now the Defense Civilian Intelligence Personnel System

Heads of Departments and Independent Establishments:

1. The Office of Personnel Management has approved an extension of the personnel interchange agreement that permits movement between the competitive civil service and positions in the Military Departments (Army, Navy, and Air Force) covered under the Defense Civilian Intelligence Personnel System (DCIPS), formerly the Civilian Intelligence Personnel Management System (CIPMS). Coverage under this agreement does not extend to employees of other components of the DCIPS. The agreement is extended through September 30, 2004. Attached is a copy of the original agreement which is unchanged except for the new expiration date and the name change to DCIPS.



Ronald P. Sanders
Associate Director
Division for Strategic Human
Resources Policy

Attachment

Distribution:

Inquiries: Center for Talent & Capacity Policy, 202-606-0960



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OPM Form 1824 P 12/93

**Agreement for the Movement of Personnel between the Civil
Service System and the Civilian Intelligence Personnel
Management System (CIPMS) in the Department of Defense**

In accordance with the authority provided in Section 6.7 of the Civil Service Rules, and pursuant to the following agreement with the Department of Defense, employees serving in the Civilian Intelligence Personnel Management System (CIPMS) in the Military Departments (Army, Navy, and Air Force) may be appointed to positions in the competitive civil service, and employees serving in positions in the competitive civil service may be appointed to positions under CIPMS in the Military Departments, subject to the following conditions:

1. **Type of Appointment Held Before Movement.** To be eligible for movement under this agreement, employees must be currently serving under a competitive career or career-conditional appointment or under a CIPMS appointment or have been involuntarily separated from such appointment without personal cause within the preceding year. CIPMS employees must be or have been serving in continuing CIPMS positions under excepted appointments without time limits.
2. **Qualification Requirements.** CIPMS employees must meet the qualification standards and requirements for the positions to which they are to be appointed in accordance with OPM established regulations for transfer of employees within the competitive service. Employees in the competitive service must meet the regular standards and requirements established by the Military Departments for appointment to CIPMS positions.
3. **Length of Service Requirement.** CIPMS employees must have served continuously for at least 1 year in CIPMS positions before they may be appointed to positions in the competitive civil service under the authority of this agreement. Employees in the competitive civil service must have completed the 1-year probationary period required in connection with their career or career-conditional appointments in the competitive service before they may be appointed to CIPMS positions, without serving a trial period, under the authority of this agreement.
4. **Selection.** CIPMS employees may be considered for appointment to positions in the competitive civil service in the same manner that employees of the competitive service may be considered for transfer to such positions. Employees in the competitive service may be considered for appointment to any CIPMS position on the basis of their qualifications.
5. **Type of Appointment Granted After Movement.** CIPMS employees who are appointed to competitive positions under the terms of this agreement will have career or career-conditional appointments, depending upon whether they meet the 3-year service requirement for career tenure. The service which commences with a permanent CIPMS appointment will be accepted toward meeting the competitive service requirement. Employees of the competitive service who are appointed to CIPMS positions under the terms of this agreement will receive excepted service appointments under 10 U.S.C. 1590 (now DCIPS - 10 U.S. C. 1601).
6. **Probationary and Trial Periods.** Employees appointed under this agreement, who have previously completed a probationary or trial period, will not be required to serve a new probationary or trial period.
7. **Status.** CIPMS employees who are appointed in the competitive civil service under the terms of this agreement will receive competitive civil service status. Thereafter, such employees will be entitled to the benefits and privileges provided by the Civil Service Rules and by OPM's regulations and Instructions for persons having competitive civil service status. Employees of the competitive civil service who are appointed to CIPMS positions under the terms of this agreement will have whatever privileges are normally provided to persons who initially receive CIPMS excepted service appointments, under 10 U.S.C. 1590 (now DCIPS - 10 U.S. C. 1601), in those agencies.