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

DAMI-ZA

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Implementation of Defense Civilian Intelligence Personnel System Mandatory Supervisory Objective, “Holding Employees Accountable”

1. References:
  - a. U.S. Office of Personnel Management (OPM) Memorandum, “Performance Management for Federal Employees,” dated June 17, 2025, as amended,  
<https://chcoc.gov/sites/default/files/Performance%20Management%20for%20Federal%20Employees%207-17-2025.pdf>
  - b. Department of the Army (DA) Policy Volume 2011 (Defense Civilian Intelligence Personnel System (DCIPS) Performance Management, as amended,  
<https://www.dami.army.pentagon.mil/site/dcips/LR.aspx>
2. The Office of Personnel Management issued guidance (reference 1.a.) to drive a high-performance, high-accountability culture throughout the Federal workforce. One of these initiatives requires supervisors’ performance plans to include a performance objective with specific language to evaluate the execution of duties associated with holding subordinate employees accountable.
3. In accordance with reference 1.a., I direct that beginning with DCIPS Performance Year 2026 (1 January - 30 September 2026), performance plans for the Army DCIPS employees with supervisory responsibilities **must** include a separate supervisory performance objective. Performance plans already initiated, pending approval, or already approved for Performance Year 2026 will be modified immediately to include specific prescribed language in paragraph 4, below. Reference 1.b. authorizes changes to a DCIPS performance plan after the initiation of the performance evaluation period provided that no less than 90 days remain in the rating period from the date the reviewing official approves the change.
4. Use the following language in its entirety, without modification, as a separate performance objective (titled **“Holding Employees Accountable”**) in all plans for DCIPS employees assigned to a supervisory position:

**“Ensures subordinate’s commitment to efficient work execution. Models self-accountability and holds subordinates accountable for high-quality results. Recognizes, supports, and rewards excellent work from employees supervised – including seeking**

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**appropriate action up to removal from the Federal service. Takes appropriate action when employees report concerns of illegal conduct or waste, fraud, or abuse."**

5. My point of contact for this memorandum is Mr. Richard Leviner, DAMI-RI IPM, available at (703) 695-1046 or richard.j.leviner.civ@army.mil.

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80328 Date: 2025.12.03 13:36:50 -05'00'

ANTHONY R. HALE  
Lieutenant General, USA  
Deputy Chief of Staff, G-2

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