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### Short on Time? Read This!

- The USD(I) has approved Army's pay pool waiver request
- The Army Interim Bonus Program is being developed for DCIPS Interim and will be unveiled in Summer 2010
- Army unveils new Security Professional Education Development (SPeD) Certification Program

### USD(I) Approves Army Pay Pool Waiver

On 25 January 2010, Army submitted a request to USD(I) to delay convening DCIPS pay pools. On 16 March 2010, James R. Clapper, Under Secretary of Defense for Intelligence, approved Army's request to delay the DCIPS requirement to conduct pay pools in November 2010 for the Army's performance management cycle of July 2009 – September 2010. The approval of this request affords Army the opportunity to:

- a. Develop and implement an effective bonus program that will appropriately reward top performing employees
- b. Continue to educate and increase awareness of DCIPS, performance management, and pay for performance

During this period Army will reward employees through performance-based awards at the end of the performance management cycle. As such, employees' Ratings of Record at the end of the performance cycle will impact their ability to receive performance-based awards. Army performance-based awards will recognize the distinction of performance standards at each DCIPS work level/occupation band. To that end it is imperative manager/supervisors, and employees do the following:

- a. Track accomplishments throughout the year by use of the PAA tool or personal journals (on website)
- b. Complete and conduct the Self Report of Accomplishment (SRA) midpoint review
- c. Review and maintain SMART performance objectives
- d. Communicate, develop, rate, and reward employees throughout the cycle in order to maintain the integrity of the DCIPS performance management process.

### DCIPS Performance Objectives Repository

ODNI has created the Exemplar Objective Repository, a Performance Objective database that provides samples of well-written performance objectives from various positions throughout the IC. This database provides users with strong examples to assist in developing objectives for employees. This is a "live" database in which exemplar objectives will be continuously added.

[https://www.intelink.gov/inteldocs/action.php?kt\\_path\\_info=ktcore.actions.document.view&fDocumentId=237727](https://www.intelink.gov/inteldocs/action.php?kt_path_info=ktcore.actions.document.view&fDocumentId=237727)



### Security Professional Education Development (SPeD) Program

Department of Defense (DoD) Instruction 3305.13, *DoD Security Training* was issued on December 17, 2007. It establishes policy, standards and procedures and assigns responsibilities for the conduct of DoD security education, training and professional development. It establishes the DoD Security Training Council (DSTC) as an advisory body on DoD security training that reports to the Defense Intelligence Training and Education Board. Army is actively participating in this important program. We are represented at the senior level representation on the DSTC by the G-2 Senior Security Advisor. This instruction establishes and designates the Security Professional Education Development (SPeD) Program as the DoD-level security training program.

Additionally, this supports the **National Intelligence Strategy Objective 6.**

***“Develop the workforce. Attract, develop, and retain a diverse, results-focused and high performing workforce capable of providing the technical expertise and exceptional leadership needed to address our nation’s security challenges.”***

To date, Army Subject Matter Expert representatives have collaborated to identify the core knowledge, skills, and abilities associated with the major competencies required by today's DoD security workforce. These skills and competencies have been collated and analyzed to define the training needs for security specialists as well as generalists within the DoD. The Army Civilian Training, Education, and Development System (ACTEDS) plan for Career Program 35 will be updated to reflect competencies that are aligned with this certification program.

SPeD will have four levels of certification based upon the four core disciplines: Information, Industrial, Personnel, and Physical. Starting with Security Fundamentals, once completed, a security professional can advance up or branch out to specialty areas.



SPeD will apply to all identified positions that perform 50% or more security functions. Some of the benefits of certification:

- Better Prepared and Knowledgeable Security Workforce
- Security as “Risk Management”
- Fosters Appreciation of Linkages Among Discipline
- Portable Credentials Across DoD & the Intelligence Community
- Elevates the Career Field to “Professional Status”

The certification program will impact and integrate human capital strategies; education and training; career development; staffing and placement; and selection and promotion systems within the DoD Enterprise. The end result will be verifiable evidence of a person’s capability to perform their duties and reduce human performance risks as a result of validated capabilities.

To learn more about SPeD, visit <http://www.dami.army.pentagon.mil/site/seta/SPeD.aspx> or contact Ms. Luisa Garza, Security Education, Training and Awareness Program Manager at [luisa.garza1@army.mil](mailto:luisa.garza1@army.mil).



### Army Performance-Based Bonus Program in Development

Army Interim Bonus Policy Working Group has been convened to establish an Army-wide bonus policy/program for use during the DCIPS Interim period with a projected pay out in January 2011. This working group membership includes representatives from the Army DCIPS Implementation Team, DA staff, Legal, and DRUs.

The Army Performance-Based Bonus Program will:

- Foster mission accomplishment by recognizing civilian members and motivating them to higher levels of performance and service
- Link performance-based bonuses to employees' individual accomplishments, demonstrated competencies, and contribution to organizational results such that the greatest rewards go to those who make the greatest contributions
- Provide oversight of the bonus processes from organizational and Army wide perspectives
- Engage all levels of Command to endorse and support the Performance-Based Bonus Program to ensure:
  - appropriate, effective, fair, transparent and consistent use of bonuses
  - active interest and participation by all DCIPS workforce personnel
  - full consideration of eligible employees for bonuses sponsored by external organizations

For more information about the Army Interim Awards Program please contact:

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### DCIPS Helpful Hints

- The links below provide some wonderful opportunities for DCIPS and performance management training. All employees should take these online courses even as a refresher.
  - [DCIPS 101](http://dcips.dtic.mil/swat2/courses/DCIPS/DCIPS_101/distrib/index.htm) - [http://dcips.dtic.mil/swat2/courses/DCIPS/DCIPS\\_101/distrib/index.htm?](http://dcips.dtic.mil/swat2/courses/DCIPS/DCIPS_101/distrib/index.htm)
  - [Supplementary Online Training for Supervisors - Writing Performance Objectives](http://odni.touch-point.net/) - <http://odni.touch-point.net/>
- Remember to visit the Army DCIPS website on a regular basis. We will post all updates pertaining to the changes associated with the NDAA and the DCIPS Interim period as soon as they become available.

NIPRnet: <http://www.dami.army.pentagon.mil/site/dcips/>

SIPRnet: <http://www.dami.army.smil.mil/site/dcips>

JWICS: <http://www.dami.ic.gov/site/dcips>

### DCIPS NAPA Review – Thank you for your participation

The Army IPMO team and The National Academy of Public Administration (NAPA) would like to thank all participants in the **NAPA Review Events**. As a result of the intelligence community's participation, NAPA was able to gain valuable feedback regarding DCIPS. Thank you to all Army Intelligence DCIPS employees who provided their insight. NAPA is on target to complete their review of DCIPS.

