

Empower Your Employee (EYE) The EYE of DCIPS



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DCIPS Monthly Updates	
BETA	<ul style="list-style-type: none"> • The IPMO Transition Team will be conducting Pay Pool training in late September for the BETA mock Pay Pool panel members. • The BETA mock PM PRA panel also will participate in a training exercise to prepare for the review of participants' evaluations as part of the DCIPS performance management process in mid to late October. • The BETA mock pay panels will take place in November.
Policy	<ul style="list-style-type: none"> • The IPMO Transition Team is in the process of collecting comments from the commands on Volume 2012, <i>Performance Based Compensation</i>. The volume is expected to be released to the workforce in early October 2009.
Pay Pools	<ul style="list-style-type: none"> • The specific details around the pay pools are in development. • A Pay Pool Toolkit Part I will be released to the workforce in mid-October. The toolkit will include high level information on the pay pool process and guidance for the Pay Pool Administrators/Advisors.
Training	<ul style="list-style-type: none"> • The IPMO Transition Team is meeting with contractors and CHRA to discuss the possible development of pay pool training courses.
Army DCIPS Website	<ul style="list-style-type: none"> • The following items have been added to the website: <ul style="list-style-type: none"> ○ A list of planned updates for the PAA Tool ○ A glossary of DCIPS terms • The DCIPS monthly updates table will be added to the website this week.

Tell Us Your Opinion

The IPMO Transition Team posted a poll question to the Army DCIPS website aimed at gathering your opinion(s) on the updated website. Poll questions will be changed every month so please visit the website and respond to this month's question.



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 Helpful Hints

- Employees should keep in mind the performance objectives they developed as they perform their jobs. This will help to ensure they accomplish each of their objectives by the end of the performance cycle.
- Maintaining a journal of accomplishments throughout the performance cycle will make it easier for employees to write their Self-Report of Accomplishments at the midpoint and at the end of the performance cycle.
 - An Employee Performance Journal which was provided in the Performance Management Toolkit and can be found on the Army DCIPS website, is one of the tools that can be used to document your accomplishments.
- Supervisors should keep track of their employees' accomplishments and the areas in which they need improvement throughout the year. This will make it easier for the supervisor to write their employees' assessments at the midpoint and at the end of the performance cycle.

Pay Modernization Accomplishments in the Intelligence Community

The Intelligence Community Pay Modernization Fiscal Year 2009 Mid-Year Update was recently released and the following key accomplishments were highlighted:

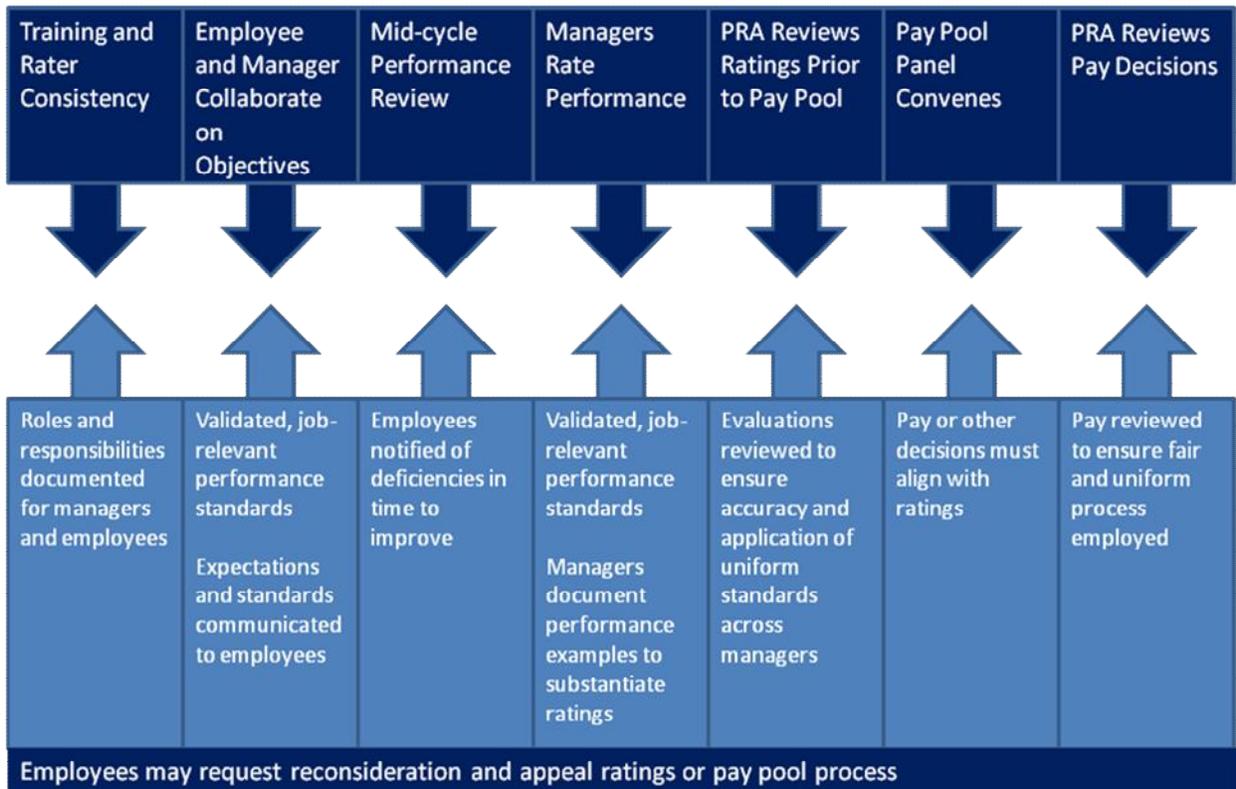
- The following components instituted Intelligence Community Directives (ICD) 651 and 656 compliant performance management systems for their civilian and senior executive intelligence employees:
 - CIA
 - DoD (*Not all of DoD had instituted the requirements by mid-year, but all major components will do so by the end of the fiscal year*)
 - Department of Justice
 - Department of State
 - Department of Treasury
 - ODNI
- The Defense Intelligence Agency (DIA) converted its civilian workforce to DCIPS pay bands in September 2008.
- The National Geospatial-Intelligence Agency (NGA) converted its civilian workforce from its decade-old, performance-based pay system to the DCIPS pay bands in October 2008.
- The Navy and Marine Corp intelligence activities converted their civilian workforces to the DCIPS pay bands in November 2008.

Importance of Rater Consistency

The success of DCIPS is highly dependent on the fair and consistent application of ratings. Validated performance standards serve as the foundation for rater consistency. Performance standards consist of behavioral descriptions of expected performance at each rating level (e.g., Successful) across the performance elements (e.g., Accountability for Results) and work categories (e.g., Professional). Rater consistency occurs at three points in the performance management cycle:

- **Start of the performance cycle:** Using the IC performance standards as a guide, raters establish a common understanding among their peers for evaluating performance and communicating their performance expectations to their employees.
- **Mid-term point in the cycle:** Raters ensure that performance standards are consistently applied based on performance results to date.
- **End of the performance cycle:** Raters perform a final review of ratings for consistent and accurate application of performance standards.

The diagram below depicts the checks and balances that are built into DCIPS to ensure the process is fair and that all legal requirements are addressed.



DCIPS Puzzle

Here is a Sudoku puzzle for you to try to solve. Good luck!

Difficulty Level: Hard

1				2	3	9		7
8	9						4	
				9	6		1	
	1					3		
			9		2			
		7					6	
	8		5	4				
	4						7	6
2		1	6	3				5

You can find the solution to the puzzle on the DCIPS website.

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