



INTELLIGENCE
AND SECURITY

UNDER SECRETARY OF DEFENSE
5000 DEFENSE PENTAGON
WASHINGTON, DC 20301-5000

MAR 02 2023

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
GENERAL COUNSEL OF THE DEPARTMENT OF DEFENSE
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, DEFENSE COUNTERINTELLIGENCE AND
SECURITY AGENCY
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY/CENTRAL
SECURITY SERVICE

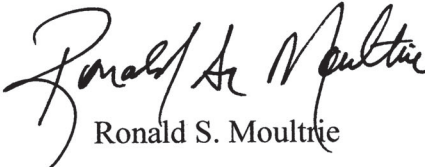
SUBJECT: Defense Intelligence Civilian Personnel System Performance Management
Transformation for Graded and Banded Workforces

Beginning in Fiscal Year (FY) 2023, all defense intelligence and security components covered by the Defense Civilian Intelligence Personnel System (DCIPS), under Title 10, United States Code, will begin a performance management system transformation. Our goal is to implement a DCIPS enterprise-wide approach to enable the alignment of component-level processes with the current and future needs of the enterprise.

All components will transition to the new Integrated DCIPS Performance Management System (PMS) by FY 2025. All components will incorporate the following core tenets into their performance management systems to ensure enterprise consistency and interoperability while enabling each component to meet the needs of its workforce and organizational culture. These core tenets are:

- Integrate talent management processes that recognize the inherent correlation between development, recognition, and evaluation;
- Strengthen performance culture across every component and the enterprise;
- Enhance equity and transparency;
- Empower employees to take a more active role in their careers; and,
- Reduce administrative burden.

The new DCIPS PMS is aligned with enterprise priorities and specifically supports the Secretary's top priorities. Our Human Capital Management Office will lead a DCIPS PMS Working Group to facilitate the transition to the new DCIPS PMS. The working group members will be comprised of human resource representatives from each component in the enterprise. For questions regarding this regarding the new DCIPS PMS please contact Mr. James Seacord. He can be reached at James.M.Seacord.civ@mail.mil or at 703-692-3696.


Ronald S. Moultrie