



National Academy of Public Administration

A Note from Honorable James R. Clapper on June 11, 2010:

On June 1, we announced the release of the NAPA report on the Defense Civilian Intelligence Personnel System (DCIPS) and encouraged all to read it. I appreciate that many of you did. Now that the report has been publicly available for awhile, you'll undoubtedly see and hear speculation about the fate of DCIPS. In order to avoid confusion that such speculation can generate, we thought it appropriate to get some word out on where things stand now, and what we plan to do.

I want to reiterate our commitment to a personnel system that provides consistency and commonality across our community, operates in a fair and equitable manner, and recognizes extraordinary performance in support of mission. While I believe DCIPS can do that, it's pretty clear we need to look at elements of DCIPS that could hinder mission performance or create unnecessary distractions for our workforce.

So, as a result of thought and discussion with our Department leadership, Component leaders, the Office of the Director of National Intelligence, and, perhaps most importantly, the Congress, we will address these areas of concern in the report, and see what we need to do to modify DCIPS, before presenting our way ahead to the Secretary, in the run-up for his report to Congress on the NAPA report, which is due July 30, 2010.