



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

INTELLIGENCE

MAR 16 2010

MEMORANDUM FOR ASSISTANT SECRETARY OF THE ARMY
(MANPOWER AND RESERVE AFFAIRS)

SUBJECT: Defense Civilian Intelligence Personnel System (DCIPS) Pay Pool
Requirements for the Department of Army Intelligence Community

I approve your request in your memorandum of January 25, 2010, for an exception to the Defense Civilian Intelligence Personnel System (DCIPS) requirement to conduct pay pools in November 2010 in connection with the Army's July 2009 through September 2010 DCIPS performance evaluation cycle. This approval is made with the understanding that certain DCIPS precepts and performance management philosophies will be upheld during the Army's 2010 employee recognition process. Specifically, bonuses must provide meaningful reward for the highest levels of performance as documented in the DCIPS Performance Management rating of record. Bonuses must also be set recognizing the distinction of performance standards at each DCIPS work level/occupation band. Finally, the aggregate performance budget established for your Army DCIPS workforce must be in alignment with our established DCIPS budget guidelines and certification of the final bonus results must occur at the Deputy Chief of Staff for Intelligence (G2) level.

This approval acknowledges the challenges currently levied upon your personnel to include the Army's continuing support to the war effort, your complex organizational structure, and the impact of Base Realignment and Closure actions on the stability of your workforce environment. Although I recognize that these challenges are significant and will continue throughout 2011, I ask that together we commit to reassess future Army DCIPS employee recognition processes in the fall 2010 timeframe. This will allow for results from the ongoing DCIPS reviews to be taken into consideration, thus ensuring that the best course of action for processes associated with future evaluation cycles is adopted.

My staff is prepared to continue to provide any assistance you might require during this process. My Human Capital Management Office point of contact for this matter is Ms. Donna Green at 703-604-2762.


James R. Clapper, Jr.

