



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service Director, Mr. Daniel J. Hester

SUBJECT: Updated Defense Civilian Intelligence Personnel System Interchange Agreement

AUDIENCE: Appropriated Fund

ACTION: Disseminate to Department of Defense Human Resources Practitioners and Hiring Managers

REFERENCE: Agreement for the Movement of Personnel Between the Civil Service and the Defense Civilian Intelligence Personnel System (DCIPS) in the Department of Defense, December 28, 2023 (attached).

BACKGROUND/INTENT: The referenced DCIPS interchange agreement has been extended through December 31, 2025, and permits the movement of employees between the excepted service DCIPS and the competitive civil service in the following DoD Components: Defense Counterintelligence and Security Agency (DCSA) formerly the Defense Security Service; National Reconnaissance Office; DCSA Consolidated Adjudication Services, formerly the Department of Defense Consolidated Adjudication Facility; Office of the Secretary of Defense; and Military Departments (Army, Navy (which includes the Marines), and Air Force (which includes the Space Force). The signed agreement provides the conditions under which movement is permitted and the status and tenure acquired by appointees.

POINT OF CONTACT: Employment and Compensation, Employment Policy, dodhra.mc-alex.dcpas.list.ec-policy@mail.mil

Attachment:
As stated

AGREEMENT FOR THE MOVEMENT OF PERSONNEL BETWEEN THE CIVIL SERVICE AND THE DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM (DCIPS) IN THE DEPARTMENT OF DEFENSE

In accordance with the authority provided in part 6.7 of title 5, Code of Federal Regulations, and pursuant to the following agreement with the Department of Defense (DoD), employees serving in the Defense Civilian Intelligence Personnel System (DCIPS) in the:

- Defense Counterintelligence and Security Agency (DCS) formerly the Defense Security Service (DSS);
- National Reconnaissance Office (NRO);
- DCSA Consolidated Adjudication Services (CAS), formerly the Department of Defense Consolidated Adjudication Facility (DoD CAF);
- Office of the Secretary of Defense (OSD); and
- Military Departments (Army, Navy (which includes the Marines), and Air Force (which includes the Space Force)).

Hereafter referred to as the DoD Components of the Agreement, may be appointed to positions in the competitive civil service, in and among the DoD Components of the Agreement. Likewise, employees serving in positions in the competitive civil service may be appointed to positions under DCIPS, in the DoD Components of the Agreement, subject to the following conditions:

1. Coverage

Coverage of this agreement extends to DCIPS employees and positions in pay plan GG, in the DoD Components of the Agreement, and to competitive service employees and positions in the General Schedule or equivalent in the DoD Components of the Agreement. Coverage does not extend to senior executive or senior professional positions in either DCIPS or the competitive service, or to any employees or positions outside of the DoD Components of the Agreement.

2. Type of Appointment Held Before Movement

DCIPS employees must be currently serving in continuing positions under permanent excepted appointments in the DoD Components of the Agreement or have been involuntarily separated from such appointments without personal cause, within the preceding year. Employees in the competitive civil service must currently be or have been serving in continuing positions under career or career-conditional appointments.

3. Qualification Requirements

DCIPS employees must meet the qualification standards and requirements for the competitive civil service positions for which they may be appointed in accordance with the Office of Personnel Management (OPM) established regulations for transfer of employees within the competitive civil service.

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Employees in the competitive civil service must meet the regular standards and requirements established by the DoD Components of the Agreement for appointment to DCIPS positions.

4. Length of Service Requirement

DCIPS employees must have served continuously for at least one year in DCIPS positions in DoD Components of the Agreement before they may be appointed to positions in the competitive civil service under the authority of this agreement. Employees in the competitive civil service must have completed the probationary period required in connection with their career or career-conditional appointments in the competitive civil service before they may be appointed to positions in DCIPS under the authority of this agreement.

5. Selection

DCIPS employees in the DoD Components of the Agreement may be considered for appointment to positions in the competitive civil service in the DoD Components of the Agreement in the same manner that employees of the competitive civil service are considered for transfer to such positions. Employees in the competitive civil service are given similar consideration for DCIPS positions consistent with the policies of the DoD Components of the Agreement covering internal candidates.

6. Types of Appointment Granted After Movement

DCIPS employees appointed to competitive civil service positions under the terms of this agreement will have career or career-conditional appointments depending on whether they meet the 3-year service requirement for career tenure. The service, which commences with a permanent DCIPS appointment, will be accepted toward meeting the competitive civil service requirement. Competitive civil service employees appointed to DCIPS positions under the terms of this agreement will receive excepted service positions.

7. Probationary and Trial Periods

Employees appointed under this agreement, who have previously completed a probationary or trial period, will not be required to serve a new probationary or trial period. Employees receiving an initial appointment to a supervisory and/or managerial position will serve a probationary period as prescribed by the DoD Components of the Agreement.

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8. Status

DCIPS employees appointed in the competitive civil service under the terms of this agreement will receive competitive civil service status upon appointment. Thereafter, such employees will be entitled to the benefits and privileges provided by the civil service rules and by OPM's regulations and instructions for persons having competitive service status. Competitive civil service employees who are appointed to DCIPS positions under the terms of this agreement will receive the benefits and privileges that are normally provided to persons who initially receive DCIPS excepted service appointments.

9. Effective Date


This agreement becomes effective upon signature of both parties. The agreement may be modified only with the mutual consent of DoD and OPM.

10. Ending Date

This agreement expires on December 31, 2025, unless extended by mutual agreement. OPM reserves the right to terminate the agreement before the expiration date if it determines the conditions for continuation are no longer met.

SPEIGHT.NANCY.A.1395401005 Digitally signed by
SPEIGHT.NANCY.A.1395401005
Date: 2023.12.28 12:54:05 -05'00' _____ (Date)

Nancy Speight
Deputy Assistant Secretary of Defense
Civilian Personnel Policy

 _____ 12/27/2023
Kiran A. Ahuja
Director
U.S. Office of Personnel Management