



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

Overview

An Interchange Agreement for Defense Civilian Intelligence Personnel System (DCIPS) Personnel, executed between the Department of Defense and the Office of Personnel Management (OPM), was signed on February 13, 2019.

Pursuant to this agreement, DCIPS employees of the Defense Security Service, the National Reconnaissance Office, the Department of Defense Consolidated Adjudications Facility, the Office of the Secretary of Defense, and the Military Services (Army, Navy, Marine Corps, Air Force), referred to hereafter as the DoD Components of the Agreement, may be appointed to competitive service positions within the DoD Components of the Agreement.

Subject to conditions outlined in the agreement, employees serving in positions in the competitive civil service may likewise be appointed to DCIPS positions within the DoD Components of the Agreement. This agreement replaces a previous interchange agreement that expired on September 30, 2010. It is not considered an extension or renewal of that earlier agreement.

Employee Eligibility

To be eligible for competitive service appointments under the interchange agreement, DCIPS employees must be currently serving in continuing positions under permanent excepted service appointments in the DoD Components of the Agreement, or have been involuntarily separated from such appointments without personal cause within the preceding year. They 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 service under the authority of this agreement.

Employees in the competitive service must be or have been serving in continuing positions under career and career-conditional appointments. They must have completed the probationary period required for their career or career-conditional appointments in the competitive service before they may be appointed to positions in DCIPS under the authority of this agreement.



Consideration for Appointment

DCIPS employees in 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 other internal candidates.

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. However, employees receiving an initial appointment to a supervisory and/or managerial position will be required to serve a probationary period as prescribed by the DoD Components of the Agreement.

Employee 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 civil service status. Employees of the competitive civil service who are appointed to positions with DCIPS 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.