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DEPARTMENT OF THE ARMY

DEPUTY CHIEF OF STAFF, G-2  
1000 ARMY PENTAGON  
WASHINGTON, DC 20310-1000

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MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Roll Out of the New Defense Civilian Intelligence Personnel System Performance Management Program

1. References.

a. Deputy Chief of Staff, G-2 memorandum (Transition of the Defense Civilian Intelligence Personnel System Performance Management System to an Integrated Performance Development System and Implementation Schedule), 19 Dec 24 (enclosure 1)

b. U.S. Office of Personnel Management (OPM) memorandum, "Performance Management for Federal Employees," dated 17 Jun 25, as amended,  
<https://chcoc.gov/sites/default/files/Performance%20Management%20for%20Federal%20Employees%207-17-2025.pdf>

c. Department of Defense Instruction 1400.25, Volume 2011 (Defense Civilian Intelligence Personnel System (DCIPS) Performance Management)

d. Department of the Army (DA) Policy Volume 2011 (DCIPS Performance Management)

2. Reference 1.a. announced the Army Defense Civilian Intelligence Personnel System (DCIPS) transition to the integrated Performance Development System (iPDS). iPDS, initially developed as a 2-tier (binary) performance management summary level, later changed to a 3-tier (tertiary) performance summary level to align with the direction of the current administration. Further, Army aligned the DCIPS performance evaluation period to calendar year (CY) from fiscal year (FY) to coincide with the new iPDS reporting period resulting in a 15-month extended evaluation period covering 1 October 2024 through 31 December 2025. The three additional months (October 2025 through December 2025) were added to the current performance cycle (October 2024 through September 2025) to ensure that Army DCIPS employees transitioning to iPDS do not have an unrated period of performance while aligning to a CY performance evaluation period.

3. Army has successfully transitioned Phase 1 employees to iPDS. Phase 1 included both Headquarters, Intelligence and Security Command (HQ, INSCOM) and its subordinate command National Ground Intelligence Center (NGIC). Phase 2 implementation originally included remaining Army DCIPS employees not covered in Army's Phase 1 implementation pilot. Reference 1.b., official implementation of iPDS for Phase 2 employees is **on hold** through FY 26 for OUSW(I&S) to ensure compliance with OPM direction. Phase 1 employees will remain in

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iPDS under the 3-tier (tertiary) performance summary level through Performance Year 2026 as an exception to policy and a continuation of the Army pilot of iPDS. Phase 2 employees (all other Army DCIPS employees not covered in Phase 1) have not transitioned to iPDS and will remain on the DCIPS legacy 5-tier performance summary level (reference 1.c. and 1.d.) through Performance Year 2026. Further, all Army DCIPS employees will align to the corresponding performance evaluation cycle, identified below, based upon the applicable DCIPS appraisal year.

a. Consistent with reference 1.a., all Army DCIPS employees will remain under their current Performance Year 2025 extended 15-month performance evaluation period covering 1 October 2024 through 31 December 2025.

b. Consistent with reference 1.b., DCIPS will align their performance evaluation period back to a FY cycle beginning Performance Year 2027 (1 October 2026) necessitating the need for a 9-month shortened performance evaluation period covering Performance Year 2026 (1 January 2026 through 30 September 2026).

c. Employees will revert to a 12-month FY performance evaluation period beginning Appraisal Year 2027 (1 October 2026 and ending 30 September 2027) in compliance with reference 1.b. requiring that all Federal employees' performance be evaluated on a FY cycle.

4. Beginning in FY27 (1 October 2026), DCIPS is expected to transition to a new (still to be determined) performance management system which may be similar to iPDS. The G-2 Intelligence Personnel Management will continue to convene periodic calls with Command Performance Management Transition Managers and Command Performance Management Change Management Officers to address questions concerning the new DCIPS performance management system as it develops. Enclosure 2 includes a DCIPS Guidance Message from OUSW(I&S) on performance management. Enclosure 3 includes some Frequently Asked Questions.

5. My point of contact for this memorandum is Mr. Richard Leviner, DAMI-RI-IPM, available at (703) 695-1046 or richard.j.leviner.civ@army.mil.

3 Encls

1. Memorandum, DCS, G-2, 19 Dec 24
2. DCIPS Guidance Message, OUSW(I&S)
3. Frequently Asked Questions, OUSW(I&S)

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ANTHONY R. HALE  
Lieutenant General, USA  
Deputy Chief of Staff, G-2

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