



DEPARTMENT OF THE ARMY
DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM
PERFORMANCE MANAGEMENT

FACT SHEET

OVERVIEW

A NEW APPROACH

Beginning January 1, 2026, the Department of the Army will transition to a new performance management process for Army Defense Civilian Intelligence Personnel System (DCIPS) employees. This performance management system will encompass a 3-tier (tertiary) performance summary level rating scale. The new DCIPS Performance Management System will align to enterprise priorities and specifically supports the Secretary's top priorities.

The new system will incorporate the following core tenets to ensure enterprise consistency and interoperability while enabling Army to meet the needs of our workforce and organizational culture. These core tenets are:

Integrate talent management processes that recognize the inherent correlation between development, recognition, and evaluation;

Strengthen performance culture across every component and the enterprise;

Empower employees to take a more active role in their careers; and,

Enhance equity and transparency; reduce administrative burden.

KEY RESOURCES



<https://www.dami.army.pentagon.mil/site/dcips/index.aspx>

Policy
Communications
Training
Guidance
Fact Sheets