



DEPARTMENT OF THE ARMY
OFFICE OF THE ASSISTANT SECRETARY
MANPOWER AND RESERVE AFFAIRS
111 ARMY PENTAGON
WASHINGTON, DC 20310-0111

5 July 2011

SAMR-CQ

MEMORANDUM FOR UNDER SECRETARY OF DEFENSE FOR INTELLIGENCE,
5000 DEFENSE PENTAGON, WASHINGTON, DC 20301-5000

SUBJECT: Army Transition to Defense Civilian Intelligence Personnel System (DCIPS)
Grades

1. References:

- a. Memorandum, Under Secretary of Defense for Intelligence (USD(I)), 16 March 2011, subject: Transition to Defense Civilian Intelligence Personnel System (DCIPS) Grades.
- b. Memorandum, Under Secretary of Defense for Intelligence, 3 May 2011, subject: The Defense Civilian Intelligence Personnel System (DCIPS) Way Ahead.

2. The purpose of this memorandum is to respond to your request, reference 1a, for details of the Army's plan to transition to DCIPS grades. The following paragraphs describe the process the Army will use for transition, our anticipated transition date and our estimated costs to accomplish the transition. Members of the Army DCIPS Policy Office will meet with the USD(I) Human Capital Management Office within 30 days of signature to provide a complete lay-down of our transition strategy.

a. Transition Process. The Army will utilize the manual process.

b. Anticipated Transition Date. The Army DCIPS workforce will transition on 25 March 2012. This date is contingent on final approval of all Army DCIPS policies and other readiness criteria described in the DCIPS Transition Guidance.

c. Based on our analysis the estimated cost for transition is \$10M.


3. I look forward to working with you and your staff as we prepare to transition Army DCIPS employees to DCIPS grades. Due to our unique characteristics as a military service, with your assistance, I am confident that DCIPS policy will continue to provide the Army and Army Intelligence with the required flexibility to manage its civilian intelligence workforce. As tens of thousands of Soldiers and Army civilians are currently deployed in multiple conflicts around the globe, DCIPS has a significant impact on the Army's mission. It is critical that we leverage the benefits derived from DCIPS to

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provide our workforce with a mission-focused performance system that supports the complete human capital lifecycle.

4. Point of contact for the Army DCIPS transition is Ms. Yolanda Watson, Director, Intelligence Personnel Management Office (IPMO), (703) 695-2443, DSN: 225-2443, yolanda.watson@us.army.mil or Mr. Mark Johnson, Deputy Director, IPMO, (703) 695-3689, DSN: 225-3689, mark.johnson4@us.army.mil.


THOMAS R. LAMONT
Assistant Secretary of the Army
(Manpower and Reserve Affairs)

CF:

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