



UNDER SECRETARY OF DEFENSE
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WASHINGTON, DC 20301-5000

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INTELLIGENCE


MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE
AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY
DIRECTOR, DEFENSE SECURITY SERVICE

SUBJECT: Employee Survey to Support Independent Review of the Defense Civilian
Intelligence Personnel System (DCIPS)

We recently announced that the National Academy of Public Administration (NAPA) will conduct the independent review of DCIPS required by the National Defense Authorization Act for Fiscal Year 2010. As mentioned in USD(I) memo dated January 15, 2010, the coming months will offer opportunities for employees to share their thoughts and perceptions of DCIPS to support to work of the NAPA team.

We developed and licensed the attached DCIPS Employee Perceptions Survey to help assess employee awareness, understanding, and perceptions of DCIPS and its performance management processes. Since it seeks data not available from our annual climate surveys, this survey is essential to NAPA's fact-finding and evaluation. To be timely, the survey must be offered to all DCIPS employees (pay plans GG and IA) as soon as possible, but not later than the end of March 2010. A contractor to the Defense Manpower Data Center will administer a web-based version of the survey to DCIPS employees of the military departments, the National Reconnaissance Office, the Defense Security Service, and staff of the Office of the Secretary of Defense. The combat support agencies will need to administer the survey through their internal resources and networks.

Please support this effort and urge your employees to complete the survey when it is offered to them. Their input will help influence the direction DCIPS takes in the future. My point of contact for this effort is Tim Stenmark in my Human Capital Management Office at 703-604-1210 or timothy.stenmark@osd.mil.


James R. Clapper, Jr.

Attachment:
As stated

