



INTELLIGENCE

UNDER SECRETARY OF DEFENSE
5000 DEFENSE PENTAGON
WASHINGTON, DC 20301-5000

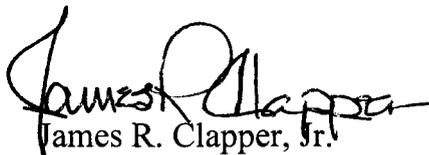
OCT 22 2008

MEMORANDUM FOR DEPUTY CHIEF OF STAFF FOR INTELLIGENCE, G-2,
DEPARTMENT OF THE ARMY

SUBJECT: Army Request to Delay Implementation of Defense Civilian Intelligence
Personnel System (DCIPS)

References: (a) U.S. Army, Memo on Modification of Army Defense Civilian Intelligence
Personnel System (DCIPS) Implementation Timeline, September 2, 2008

After careful consideration of reference (a), I am approving your request to delay
conversion to DCIPS pay bands and DCIPS Performance Management until July 2009.
While I am confident you will be successful in DCIPS implementation, I realize this
represents some significant challenges. My staff is prepared to provide any assistance
you might require. My point of contact for this matter is Ms. Ellen McCarthy, Director,
Human Capital Management Office, at 703-604-1124.


James R. Clapper, Jr.

