

## FAQs Related to 5 Aug Update

1. Did my component have an opportunity to provide input to the recommendations that were forwarded to the Secretary of Defense in response to the NAPA report?

Before a final recommendation was made to the Secretary of Defense, the findings and recommendations included in the NAPA report were discussed by the Defense Intelligence Human Resources Board (DIHRB) and the DCIPS Working Group. The DIHRB and the DCIPS Working Group include representatives from each of the Defense Intelligence components. These groups considered the recommendations and collaborated on the way ahead from an enterprise-wide perspective. Their suggestions were included in the recommended response to the Secretary, and were coordinated within the department, the Director of National Intelligence, the Director of the Office of Personnel Management, and our Congressional oversight committees

2. Why is the National Geospatial-Intelligence Agency (NGA) continuing with pay bands while the rest of the community is transitioning to a graded structure?

NGA has been operating under a performance-based compensation system for more than a decade. Allowing NGA to continue under this system will maintain the integrity of their personnel system and their pay-for-performance culture without undue disruption to their workforce. However, NGA will remain under DCIPS policies to ensure commonality with the other Defense Intelligence components.

3. What is meant by a GS-like grade structure?

The term GS-like structure is used because it is what most of the government is familiar with – 15 grades with 10 steps in between. Because DCIPS positions are Title 10, we will align to the GG pay series that requires the same waiting period between step increases as the GS pay series.

4. I'm concerned. How can I be sure I don't lose pay as a result of this transition to grades?

In his memo, the USD(I) committed to DCIPS employees that those who are converted to a graded structure will not suffer any loss of or decrease in pay upon transition. The Secretary of Defense made the same commitment to Congress.

5. The NAPA report recommended a stronger system of governance and accountability. How is this going to be achieved?

The refocusing of DCIPS includes establishing a DCIPS Program Management Office. The Director of the Human Capital Management Office will be the Director of the DCIPS Program Management Office and ensure necessary staff, resources and authority are in place to support DCIPS.

6. Will pay-for-performance be pursued at a later date?

Directly linking individual performance to pay will not be pursued in the foreseeable future. The Defense Intelligence Enterprise will turn its attention to developing a performance-driven culture focusing on performance of the component and providing managers flexibilities to recognize employee contributions, such as Quality Step Increases (QSI) and awards. Core to having a performance driven culture is maintaining our Performance Management System that clearly links an organization's mission to an individuals objectives.

7. What elements of DCIPS will remain?

The fundamental tenets of unifying the Defense Intelligence Enterprise within a performance-driven culture will remain, to include a common occupational structure and performance management system, with bonuses tied to performance.

8. How will any changes to DCIPS be made?

Any changes necessary to effect the Secretary's decision will be developed with input from each of the Defense Intelligence components through the DCIPS Program Management Office, the DCIPS Working Group and the DIHRB. In light of the NAPA report, we will work toward making DCIPS a more intuitive and user friendly system by streamlining processes.

9. Does dropping the pay-for-performance part of DCIPS affect how bonuses are paid out?

The choice to not pursue the pay-for-performance elements of DCIPS does not affect the process for performance-based bonus payouts. Qualified DCIPS employees rated successful and above remain eligible to receive bonuses through the annual bonus process.

10. Are there any actions I need to take?

Yes. As the Defense enterprise moves forward with building on the strengths of the DCIPS program, it is important that you remain informed. Please take advantage of opportunities to participate in town hall sessions and focus groups during the upcoming USD(I) site visits and those hosted by individual components. This face-to-face dialogue is an opportunity for you to voice your opinions about the system.

11. As a manager what should I do?

You are critical to ensuring that your employees are aware of the tenets of DCIPS and what it means for them and their organization. Invest time in becoming as familiar as possible with all aspects of the program – the performance management system, recognition for individual and

team accomplishments--and encourage your subordinates to utilize all communication avenues so that they are active participants.

12. What are the next steps?

A number of policy decisions regarding the way forward are in development, such as the processes and timing for transitioning employees to a graded structure. Over the coming months, the DCIPS Program Management Office will work with components to develop and implement the Secretary's decision and NAPA recommendations.

13. Where can I get more information?

The most up-to-date information on DCIPS can be found on the DCIPS website at <http://dcips.dtic.mil>. Additionally, USD(I) staff will be visiting a number of components to hold town hall sessions and focus groups to engage in dialogue with managers and employees as the enterprise moves forward with developing and implementing these exciting changes to the system.