

DCIPS Personnel Interchange Agreement

The Defense Civilian Intelligence Personnel System (DCIPS) Personnel Interchange Agreement expired on September 30, 2010. This agreement, executed between the Department of Defense and the Office of Personnel Management (OPM), provided for the movement of DCIPS personnel between the competitive service and DCIPS components specifically covered by the agreement, i.e., the Intelligence components of the Military Services and the Defense Security Service.

The Department initially considered seeking an extension of the agreement with OPM; however, after discussions with the covered DCIPS components and OPM, the decision was made to not pursue an extension. This determination was made in consideration of the existing title 10 flexibilities afforded to the DCIPS Enterprise, as well as the agreement's requirement for closer alignment to title 5, competitive service policies and practices, which is counter to the philosophy and direction of the DCIPS Enterprise.

Although the agreement has expired, the DCIPS PEO confirmed with the Department's Civilian Assistance and Re-Employment Division (known as the CARE office) that DCIPS components will continue to participate in the Priority Placement Program (PPP), unless they have been specifically exempted from the program. As all DCIPS positions are in the excepted service, DCIPS employees registering for placement through the PPP are eligible for referral to excepted service positions. DCIPS employees with personal competitive status retain their status and are eligible to also register for competitive service positions.

DCIPS employees who were appointed under the DCIPS Personnel Interchange Agreement, who had previously completed a probationary or trial period, were not required to serve a DCIPS trial period. As the agreement has expired, all new DCIPS employees are required to serve a two-year DCIPS trial period.

In summary, DCIPS provides a common personnel system for all Defense Intelligence employees. As such, employees are able to move, both competitively and noncompetitively, between Defense Intelligence components based on their qualifications and level of expertise. Employees interested in positions outside the Defense Intelligence Enterprise are also eligible for various competitive service positions, depending upon the "area(s) of consideration" noted on the vacancy announcements. Agencies or organizations may open positions to candidates from "all sources" or they may opt to restrict the area of consideration to candidates from a specific geographic area or to those who possess personal competitive status. All DCIPS employees may compete for competitive service positions that are announced "all sources." DCIPS employees with personal competitive status may also compete



for positions for which such status is a requirement and they are otherwise eligible. Lastly, joint duty assignments across the Intelligence Community provide an excellent opportunity to gain additional experience and knowledge.