DCIPS 101

Overview

In this app you'll learn the history, design, and goals of DCIPS
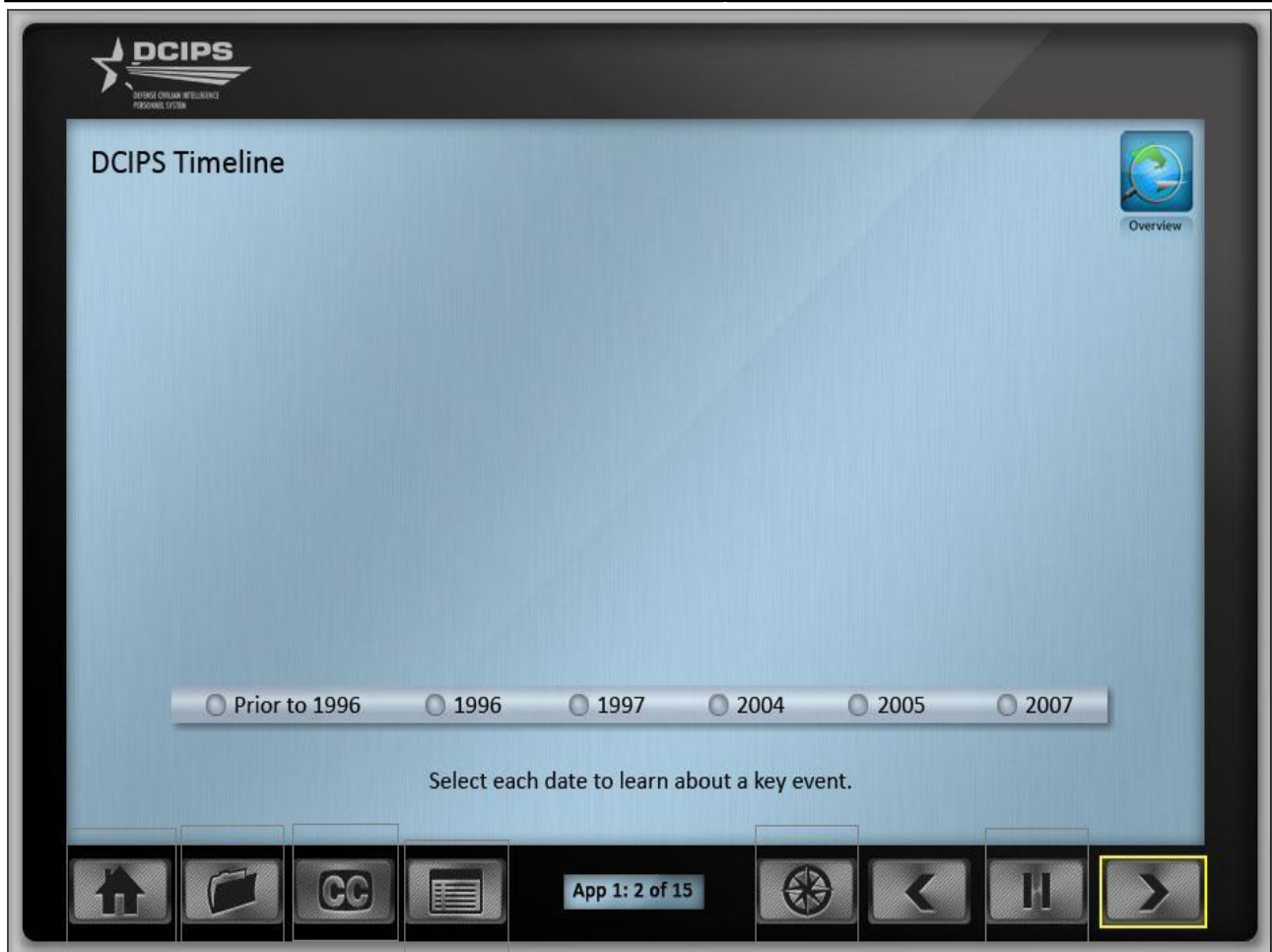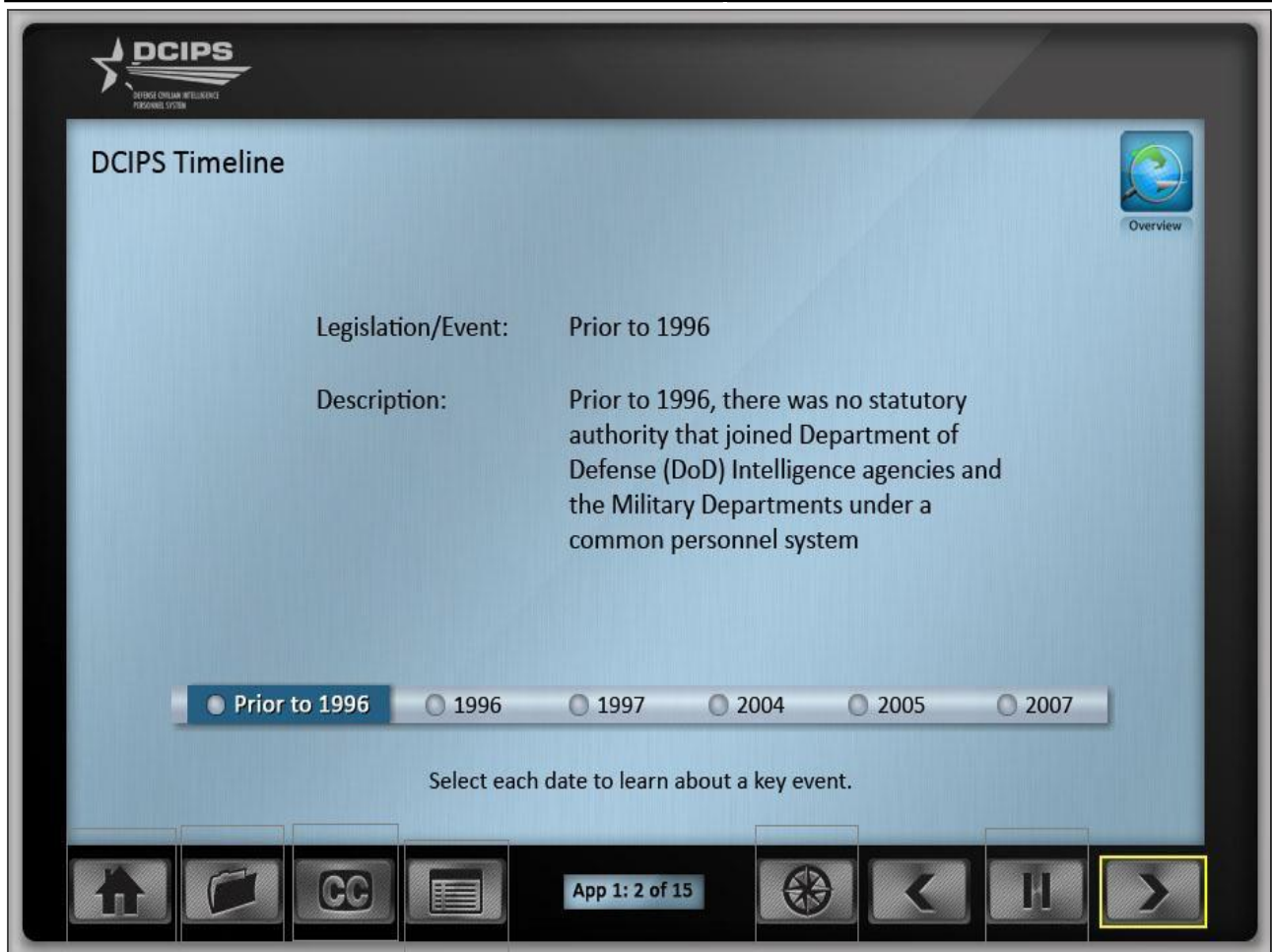
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This briefing will review the history, design, and goals of DCIPS to help you have a better understanding of where DCIPS is today and how it got there.
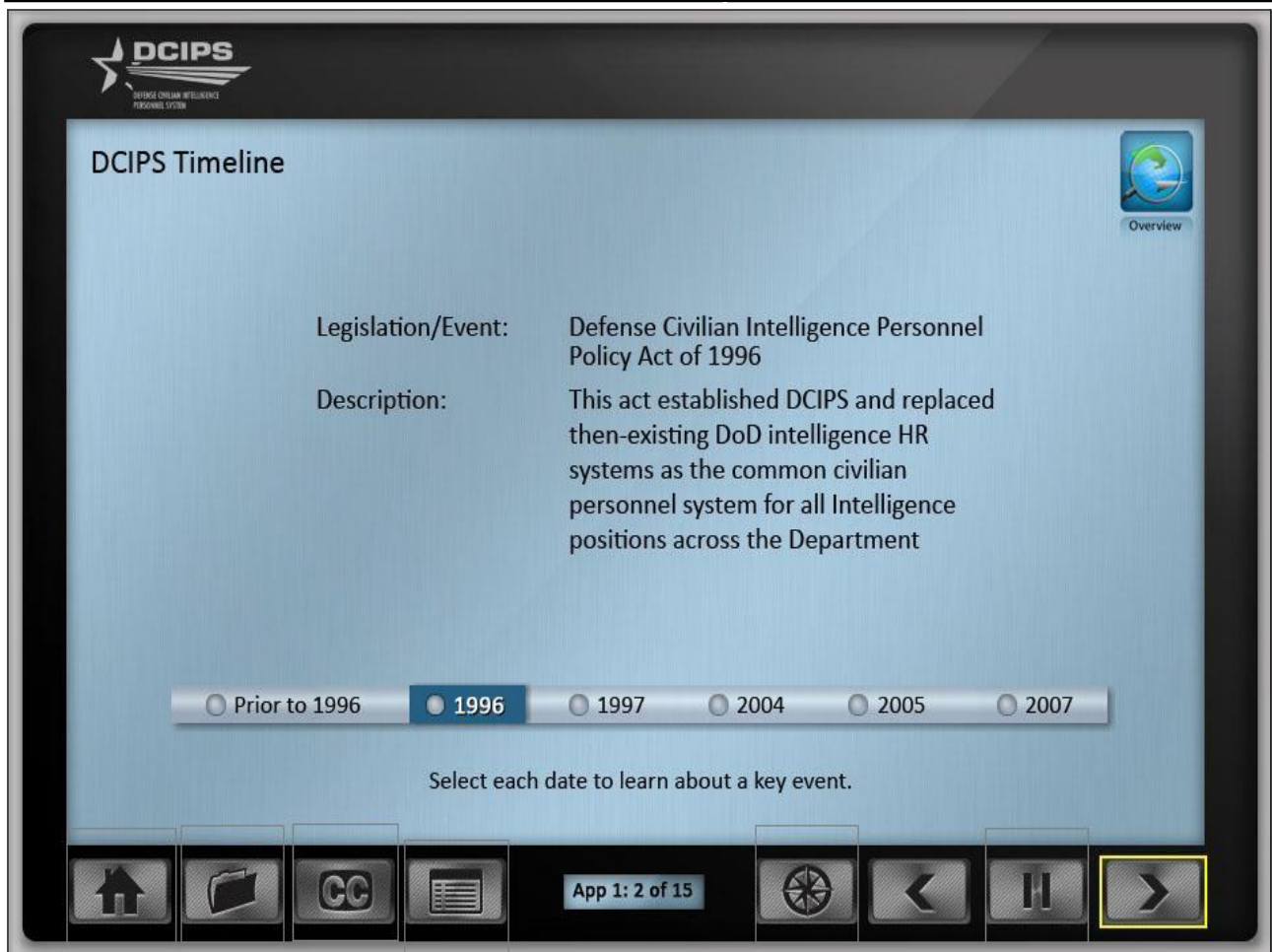
First, a look at the DCIPS key events.

Prior to 1996, there was no statutory authority that joined Department of Defense (DoD) Intelligence agencies and the Military Departments under a common personnel system.

The Defense Civilian Intelligence Personnel Policy Act of 1996 established DCIPS and replaced then-existing DoD intelligence HR systems as the common civilian personnel system for all Intelligence positions across the Department.
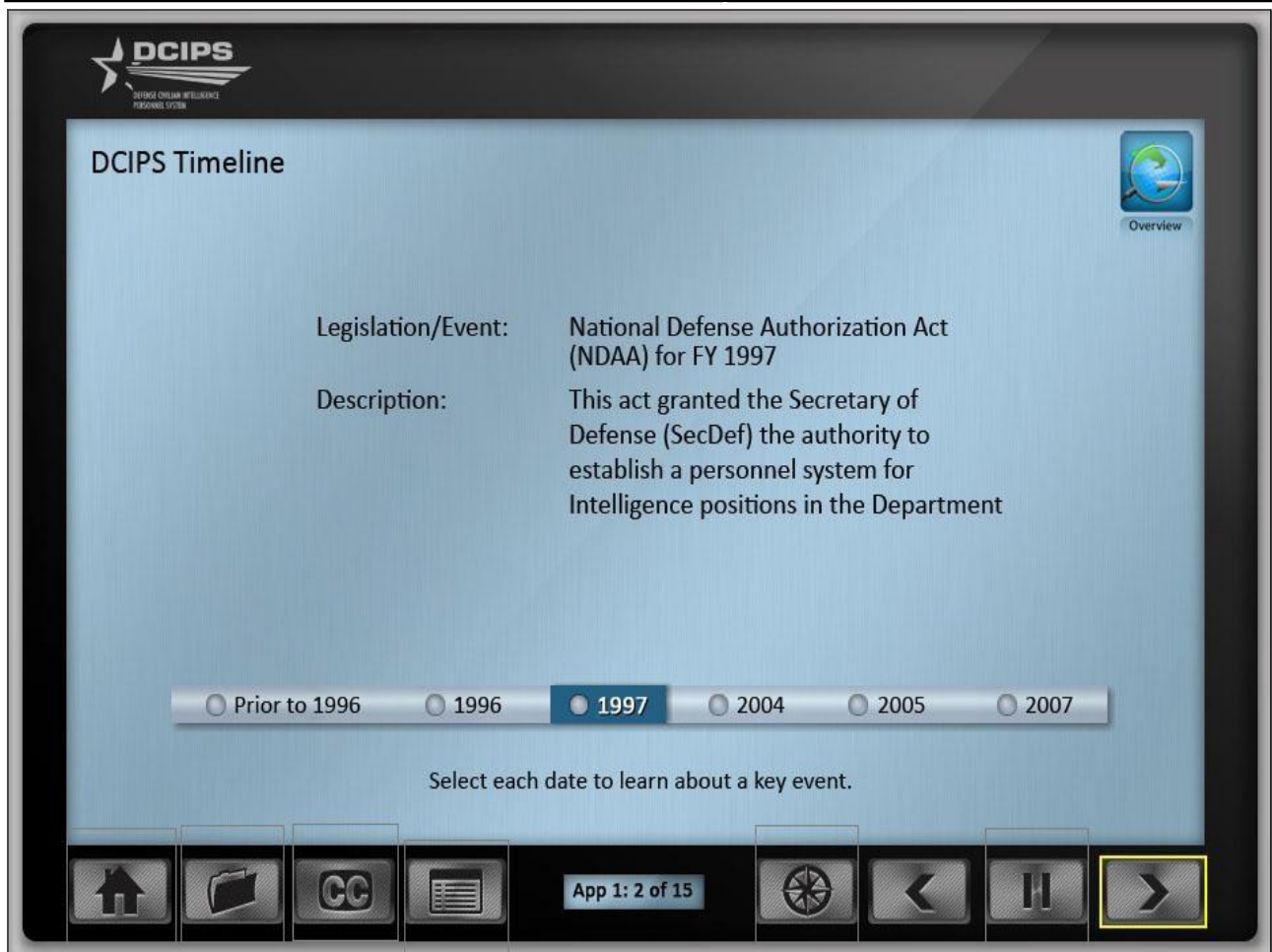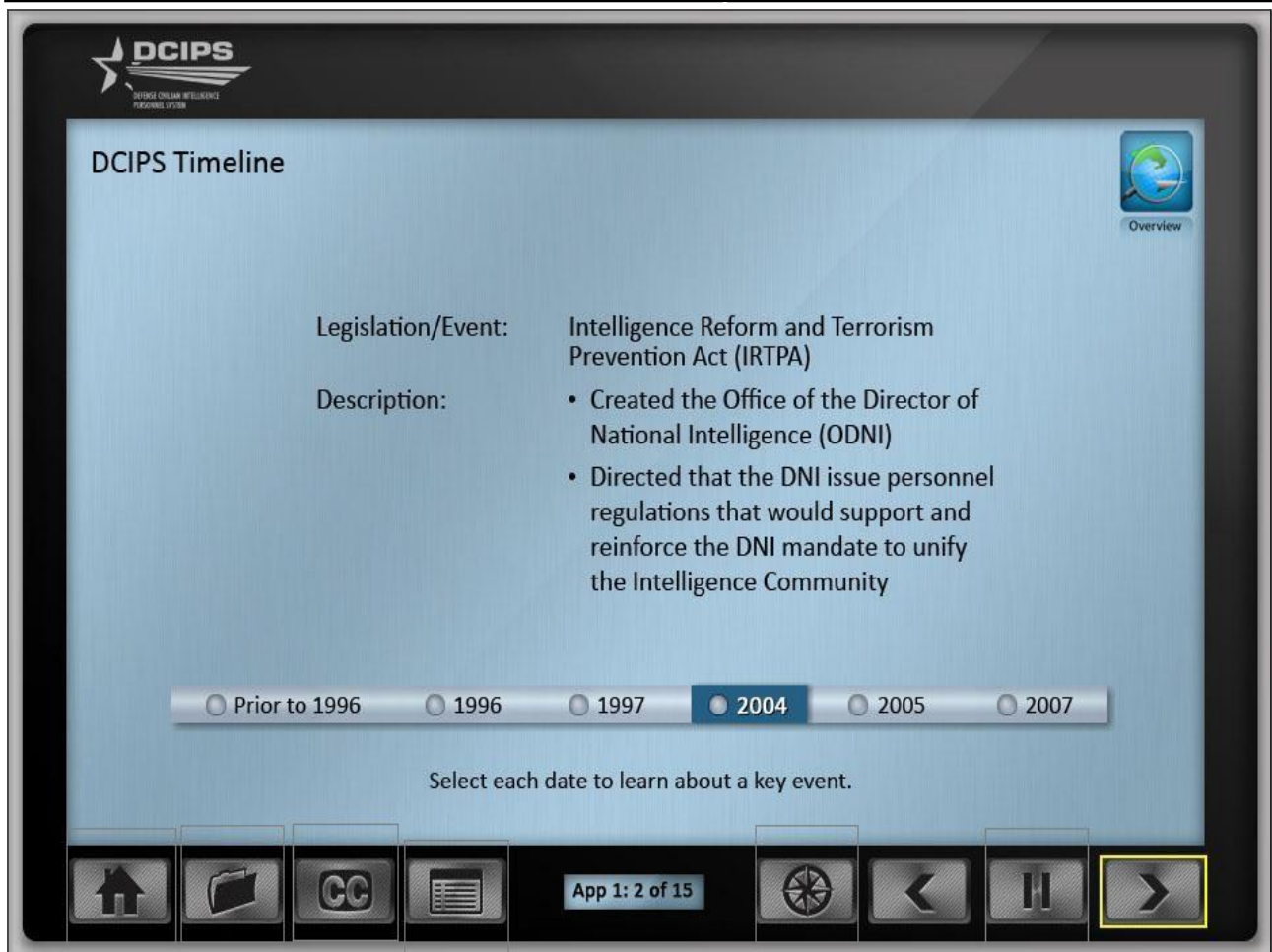
The National Defense Authorization Act (NDAA) for FY1997 granted the Secretary of Defense (SecDef) the authority to establish a personnel system for Intelligence positions in the Department.

The next important milestone came in 2004 when Congress passed the Intelligence Reform and Terrorism Prevention Act. This act created the Director of National Intelligence (DNI) and directed that he issue personnel regulations that would support and reinforce the DNI mandate to unify the Intelligence Community.
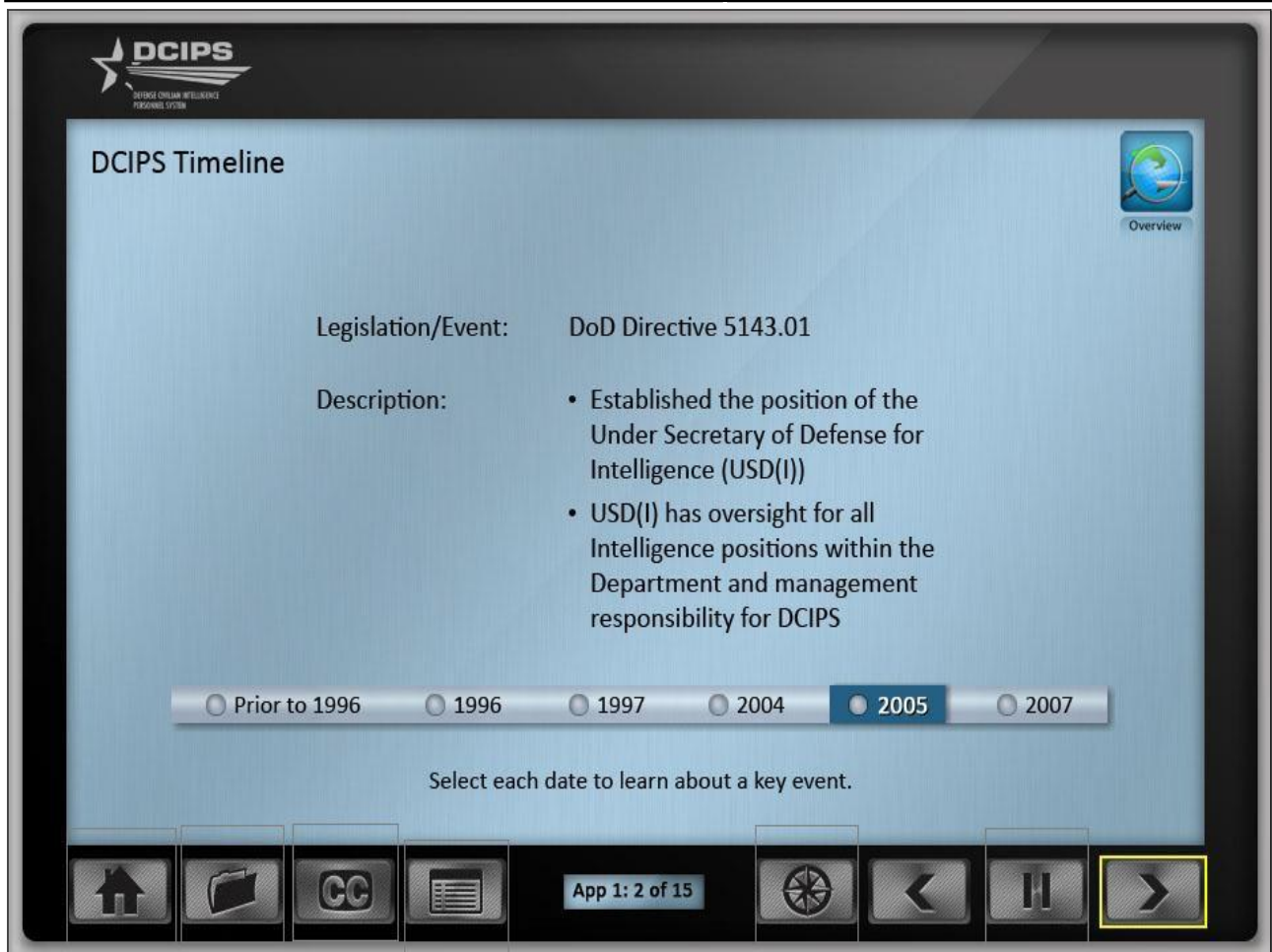
In 2005, DoD Directive 5143.01 established the position of the Under Secretary of Defense for Intelligence with oversight for all Intelligence positions within the Department and management responsibility for DCIPS.

In 2007, DoD Directive 1400.35 issued policy, responsibilities and authorities for DCIPS, along with a collaborative plan for conversion to DCIPS Pay Bands.

Today, all DCIPS Components operate under the common DCIPS system, in either the banded or graded structure. As it has in the past, DCIPS continues to serve as the common Enterprise system that supports the mission by helping to attract, retain, and reward the workforce needed to successfully carry out critical national security missions. It continues to be flexible, adapt to change, and support consistency across the Enterprise while simultaneously providing the flexibilities to embrace the individual cultures of the DCIPS Components.

With an understanding of the events that contributed to where DCIPS is today, let's look at how the system is designed and what that means for you. The DCIPS design team included representatives from all of the Defense Intelligence Components and IC partners with the overarching goal of designing a personnel system that provides your leaders and managers with the tools they need to link your performance expectations to mission objectives and to recognize your contributions to achieving the mission.
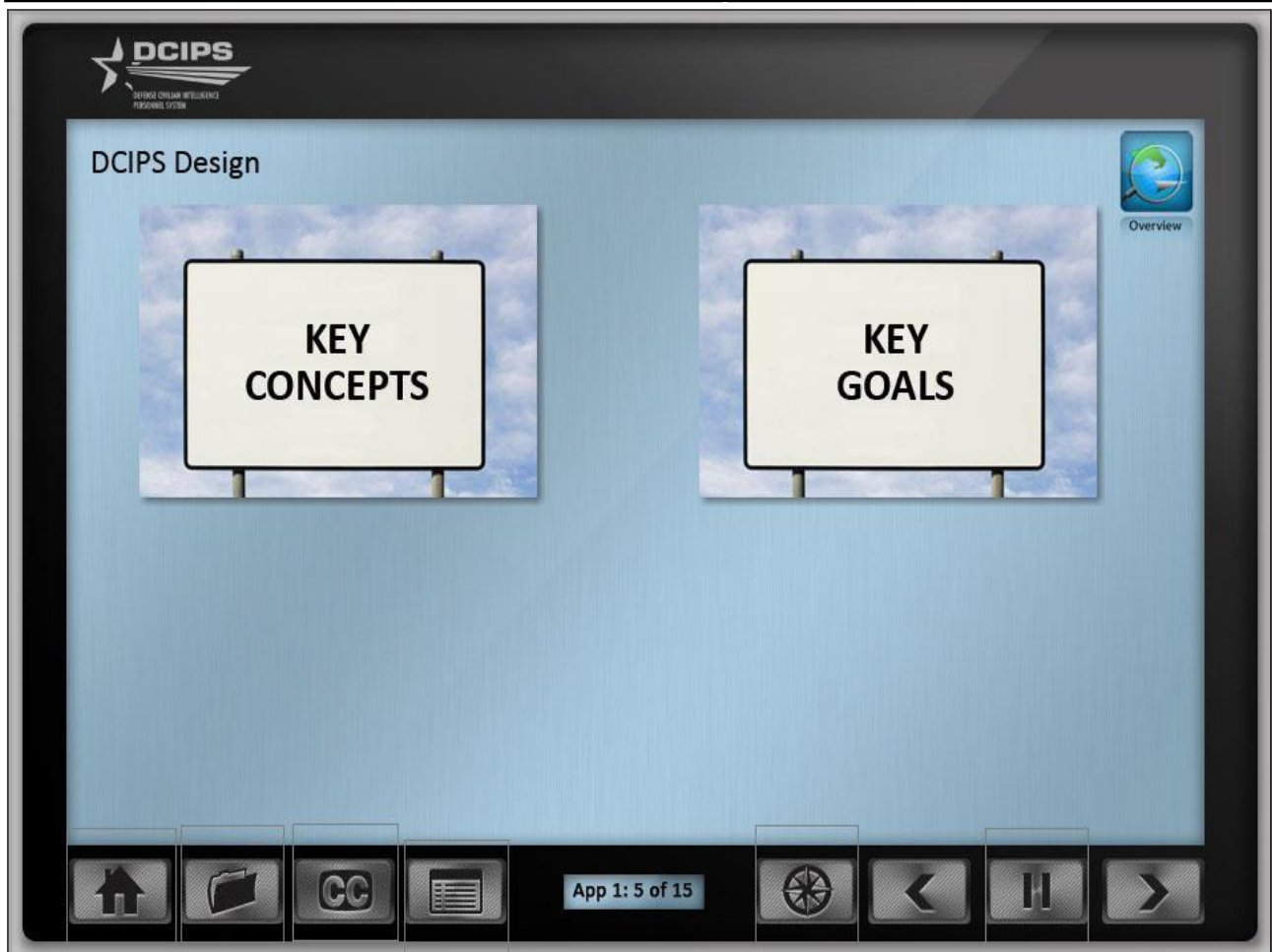
To accomplish this goal, the DCIPS design includes five key concepts and three underlying goals.
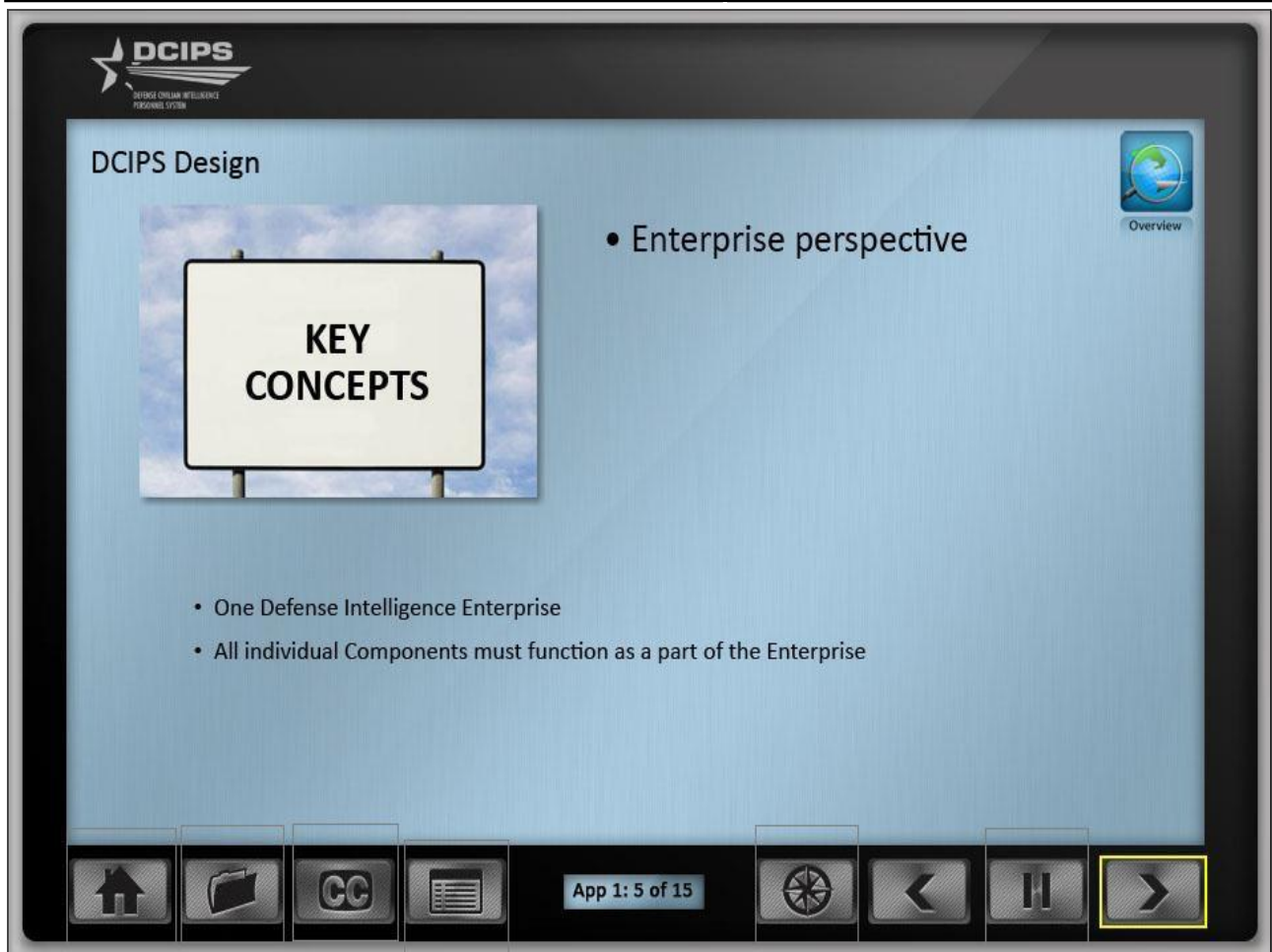
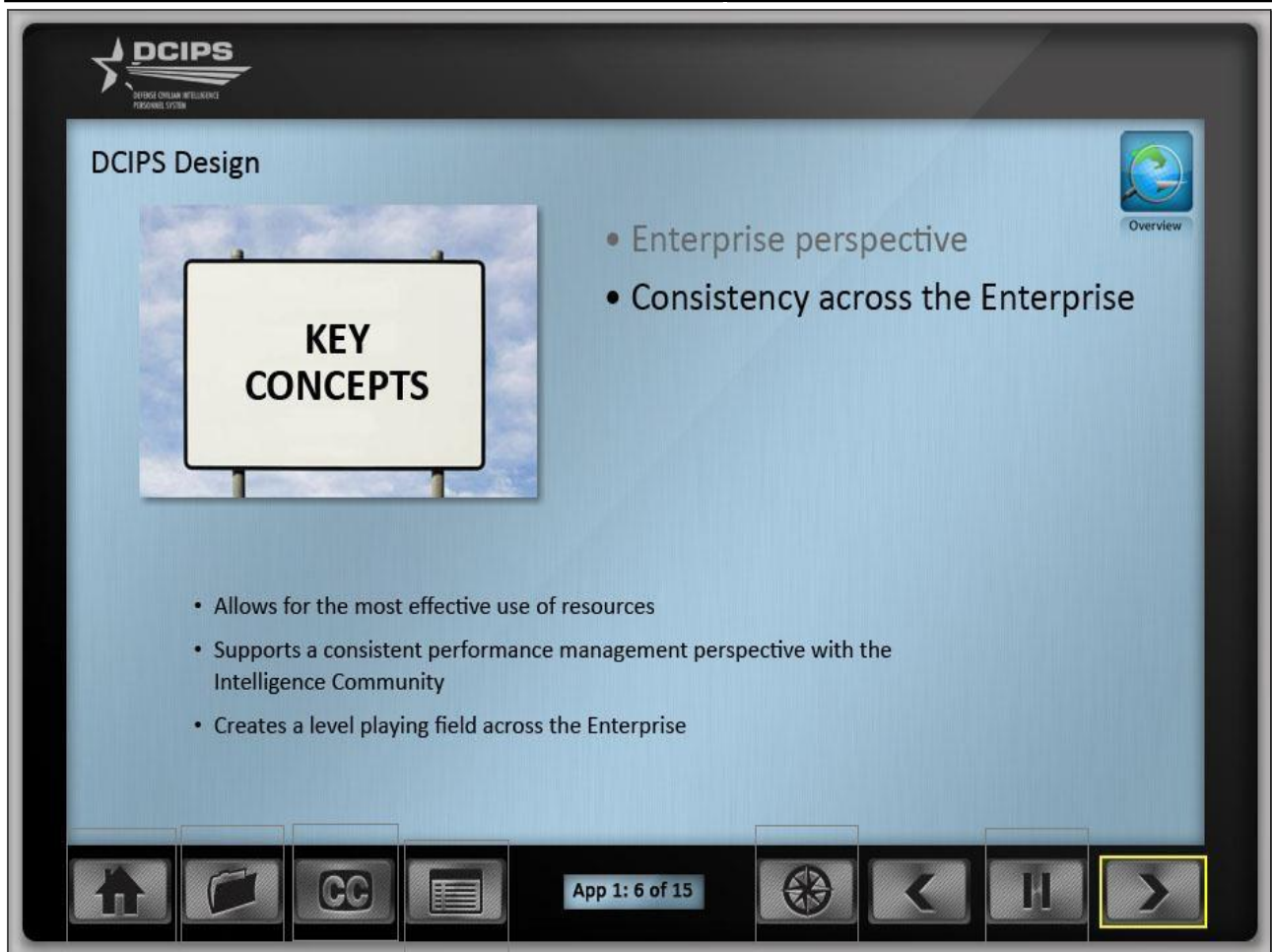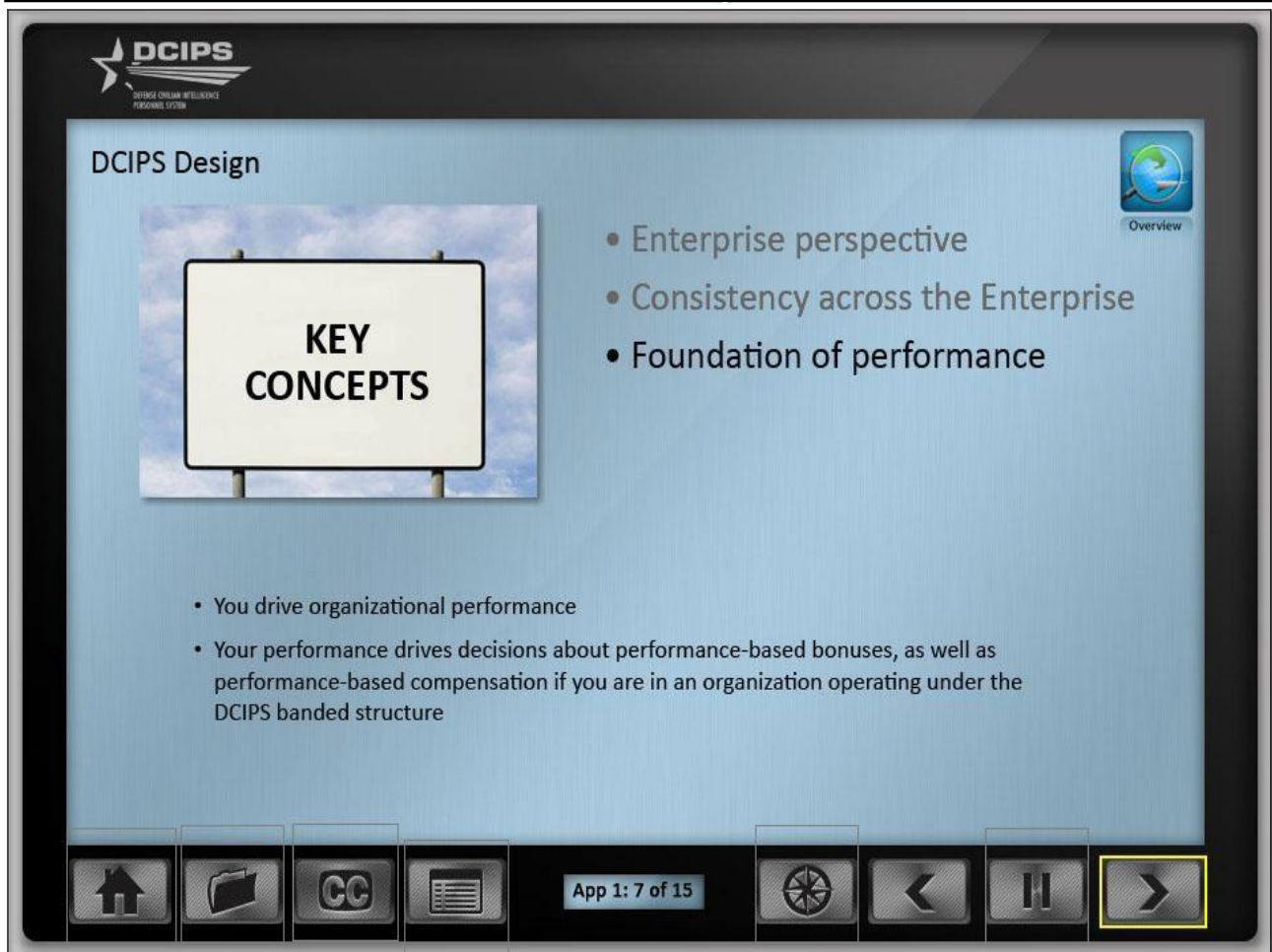First, Enterprise perspective. What this means is that there is one Defense Intelligence Enterprise and that all the individual Components must function as a part of the Enterprise. For you, this means that as an employee of a DCIPS Component, you are also part of the larger Enterprise.
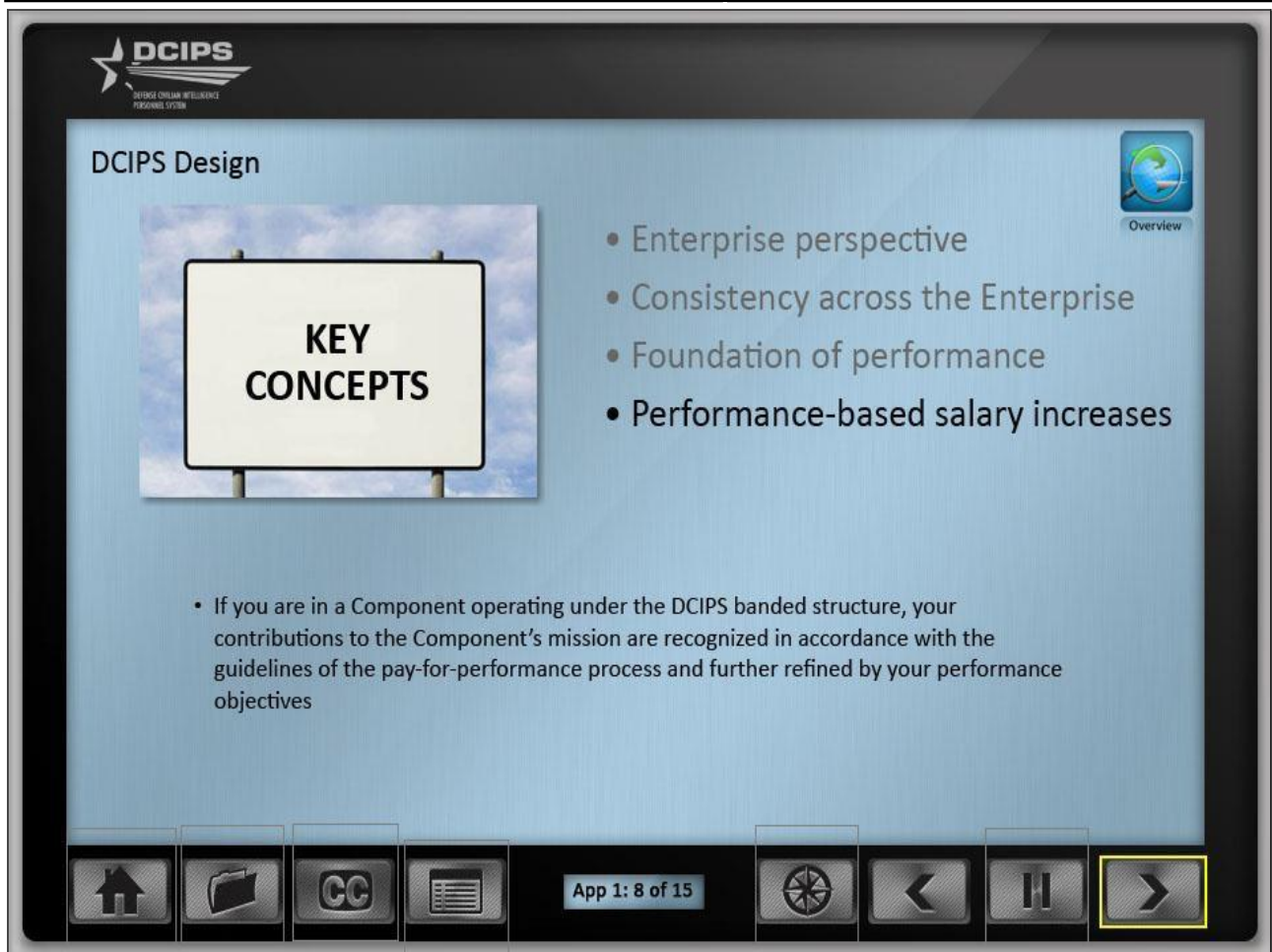
Next, consistency across the Enterprise. This consistency allows for the most effective and efficient use of available resources, such as people and money, and it supports a consistent performance management perspective with the Intelligence Community. You can feel confident knowing the basic premises of DCIPS create a level playing field across the Enterprise.

Third, a foundation of performance. What this means to you, is that you drive organizational performance and your performance drives decisions about performance recognition, performance-based bonuses, as well as performance-based compensation if you are in an organization operating under the DCIPS pay-banded structure.

Next, performance-based salary increases. If you are in a Component operating under the DCIPS banded structure, your contributions to the Component's mission are recognized in accordance with the guidelines of the pay-for-performance process and further refined by your performance objectives.
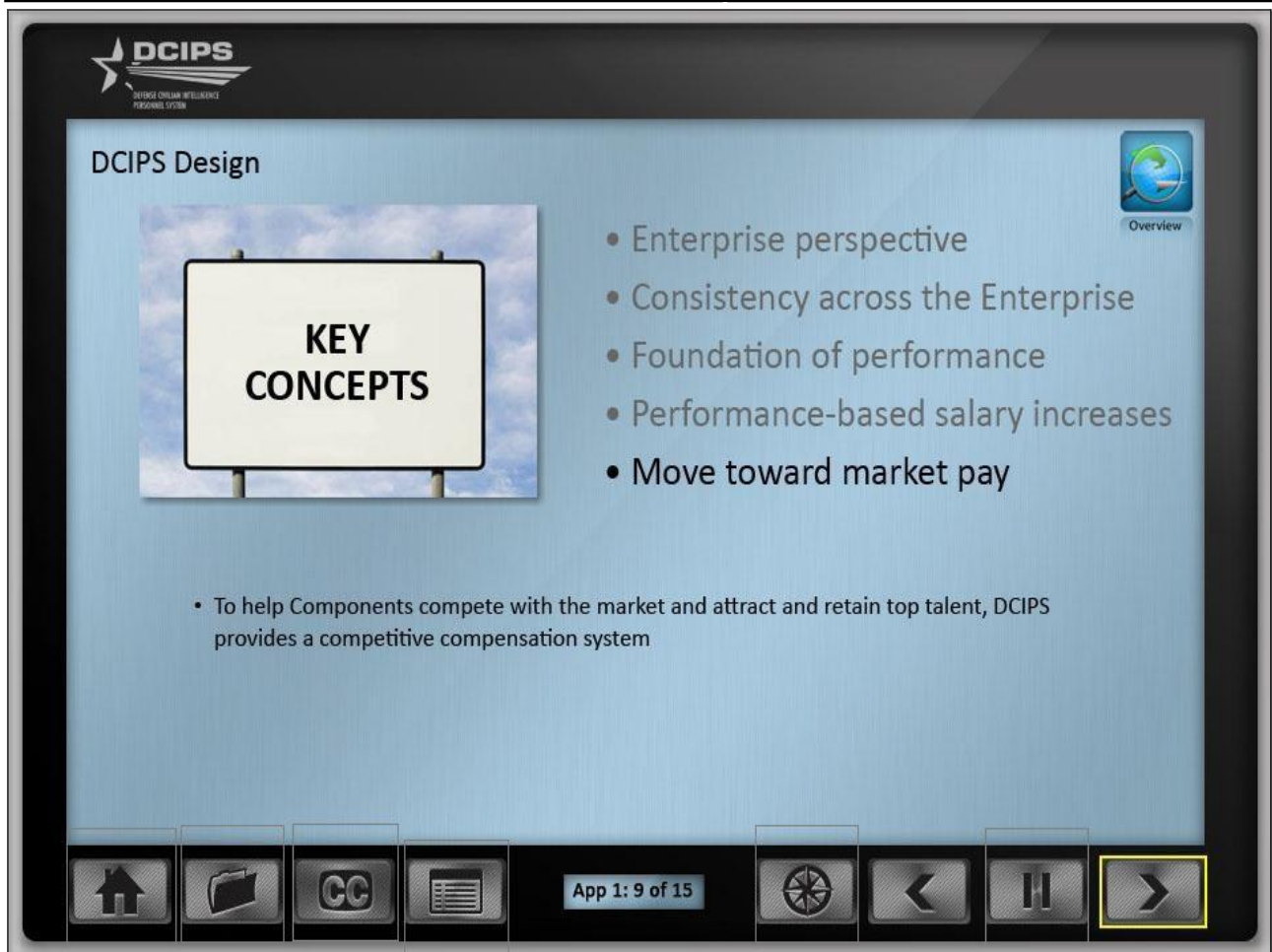
Finally, move toward market pay. Market pay is the current salary range companies or organizations within a given market are willing to pay for a particular skill set and level of experience.

To help Components compete with the market and attract and retain top talent, DCIPS provides a competitive compensation system.
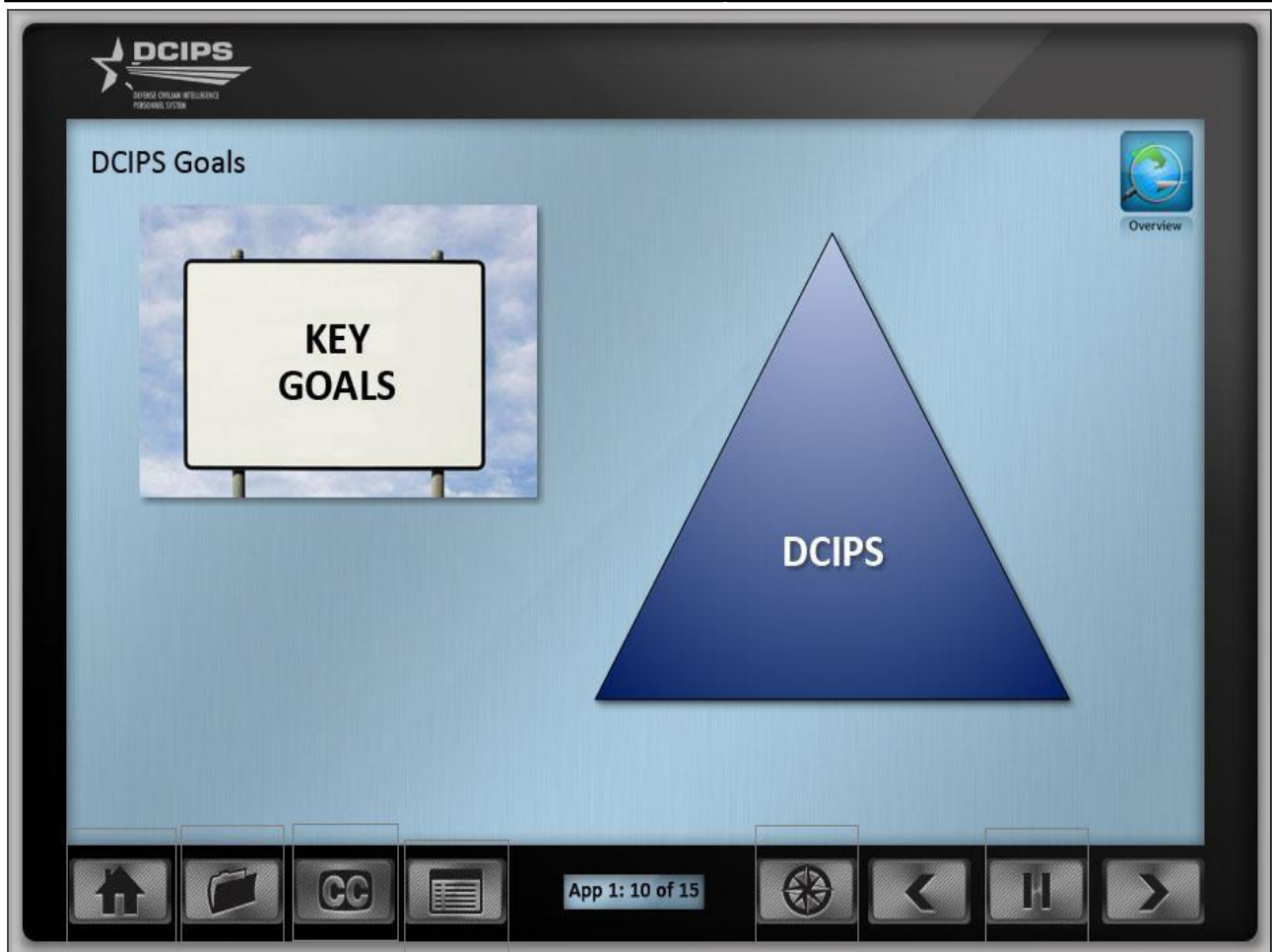
Next, a look at the three key underlying DCIPS goals and how they apply to you.
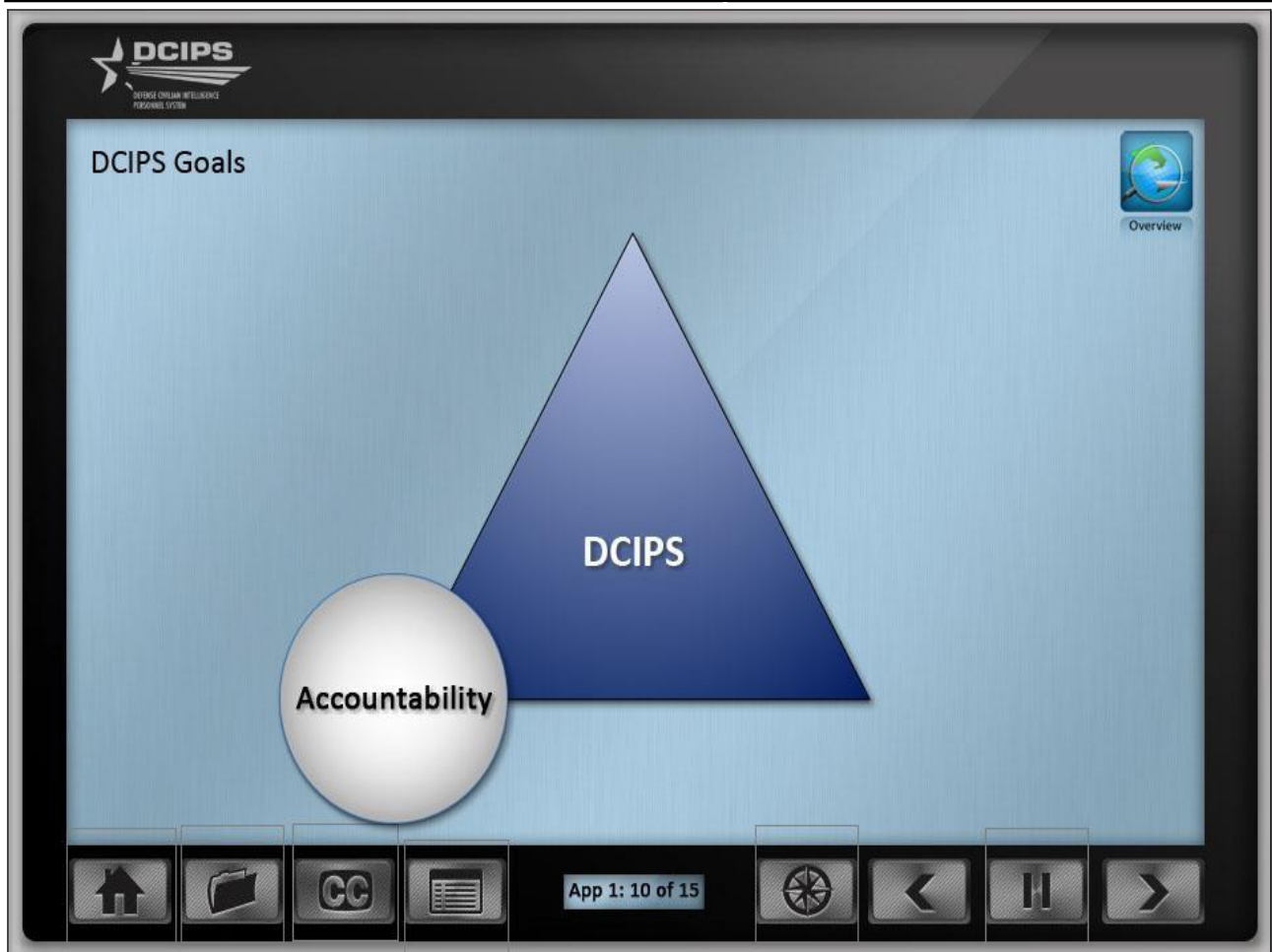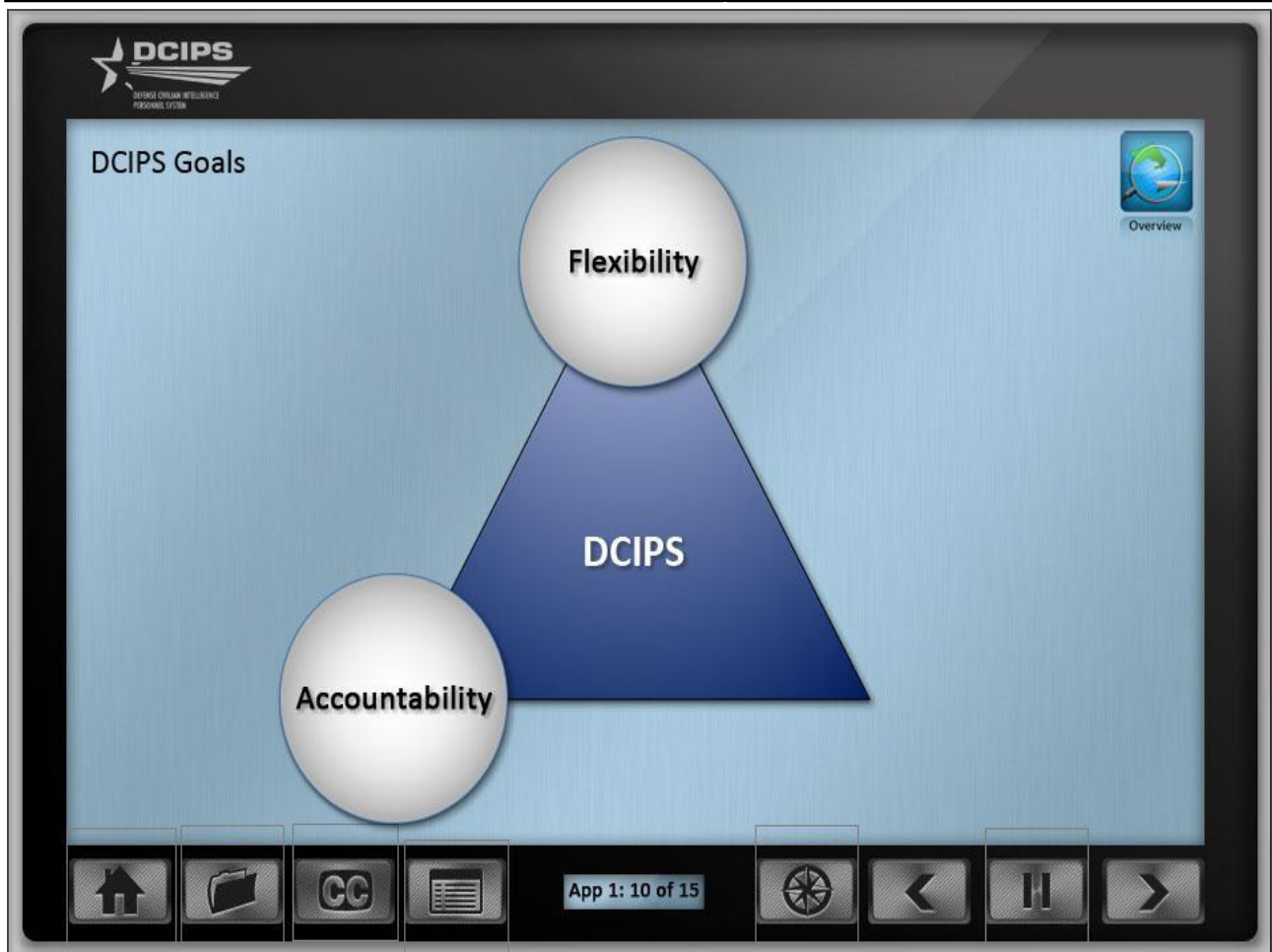
The first goal is accountability. This means that your supervisor is accountable for properly supervising his/her employees, and that you are accountable for achieving results.
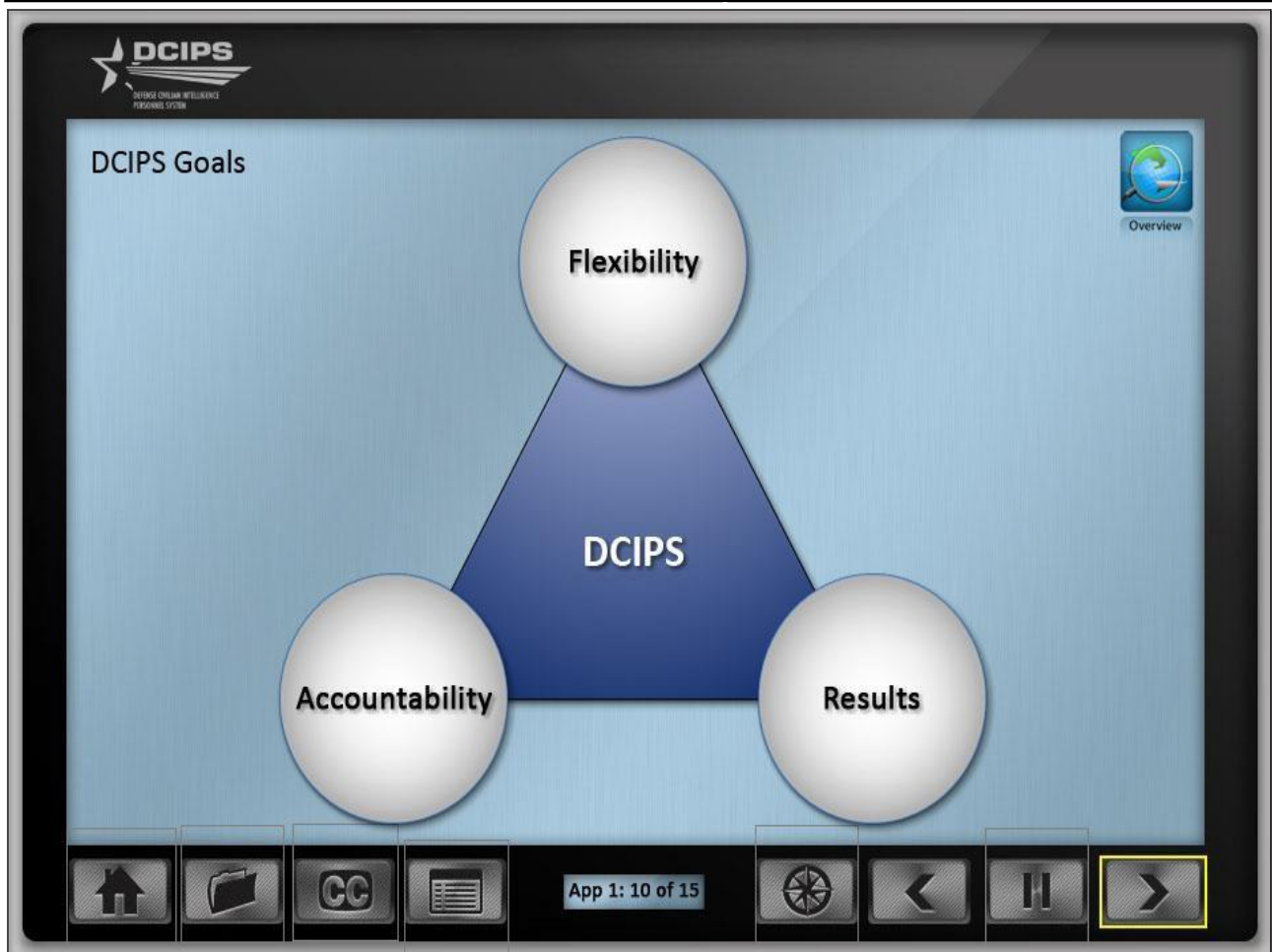
The second goal is flexibility. DCIPS is flexible enough to meet the needs of all the Defense Intelligence Components, respond to mission changes, support changes in the workforce, and allow for flexibilities in setting pay.

And lastly, results. This means that you are a member of a system that is designed to produce results including accomplishing the mission, attracting and retaining top talent, and recognizing high performance.

We recommend reviewing all the DCIPS 101 files to gain a better understanding of the different components.