



**DCIPS 101**

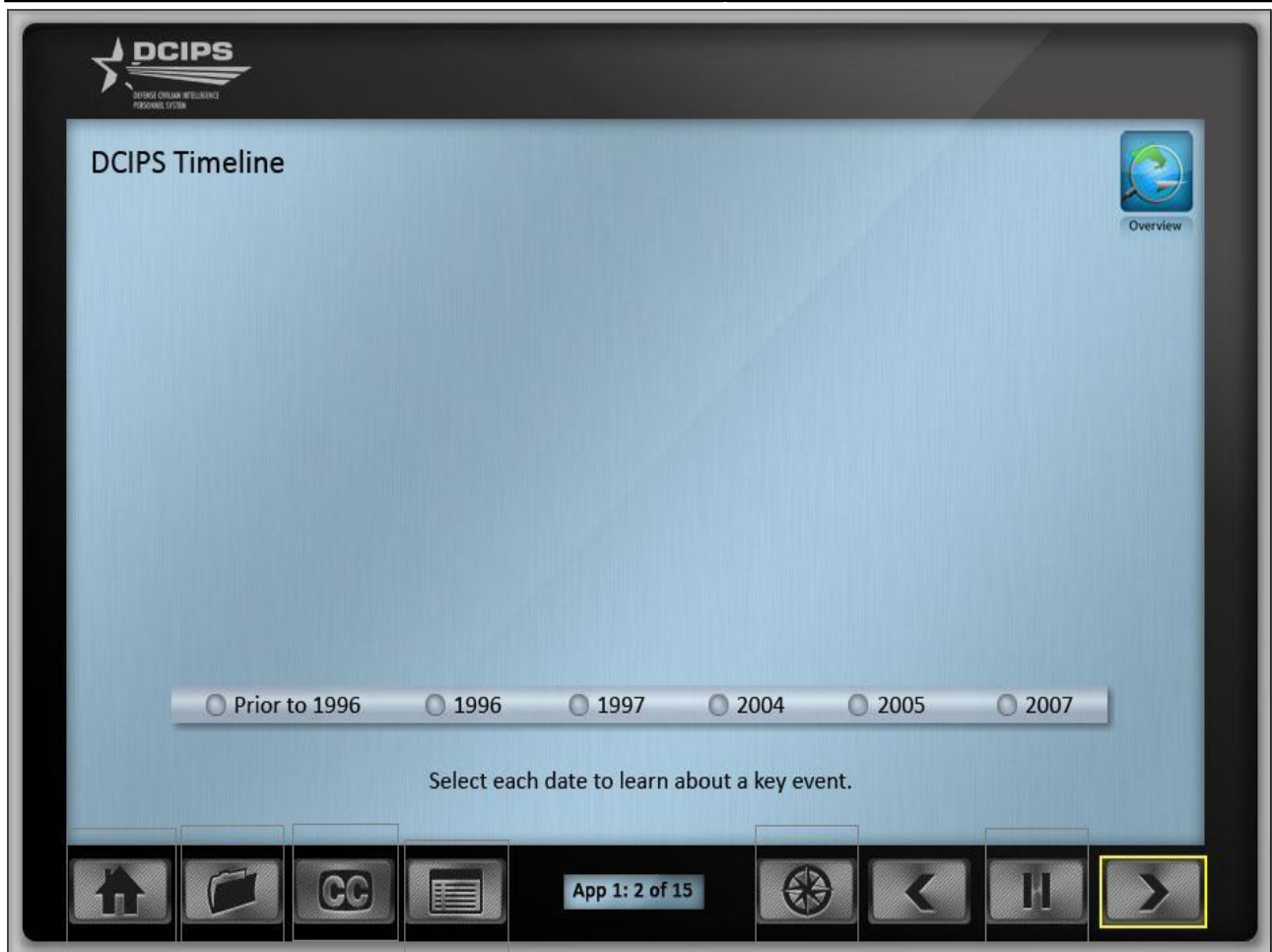
**Overview**

## DCIPS 101 - Overview



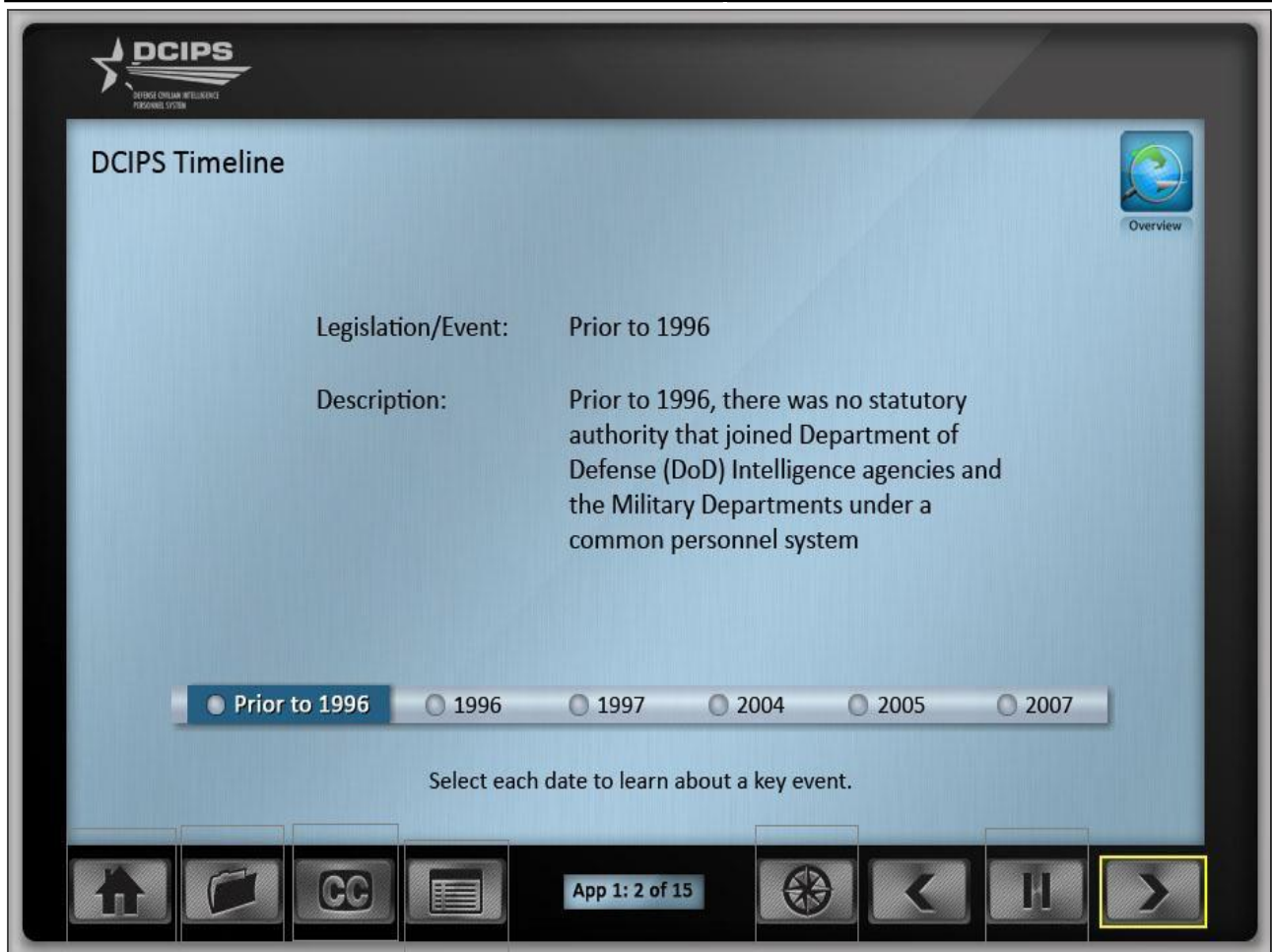
This briefing will review the history, design, and goals of DCIPS to help you have a better understanding of where DCIPS is today and how it got there.

## DCIPS 101 - Overview



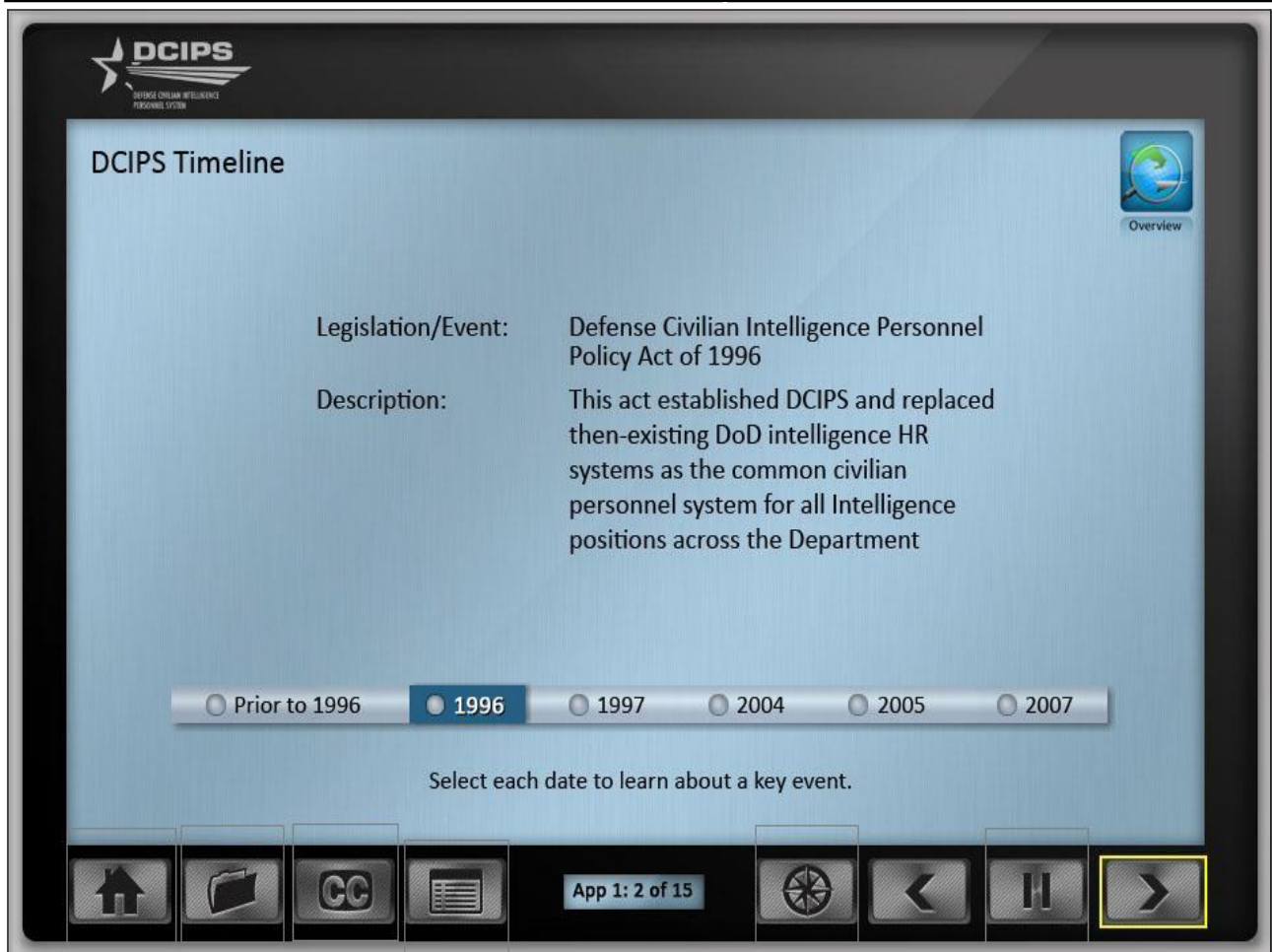
First, a look at the DCIPS key events.

## DCIPS 101 - Overview

The image shows a tablet screen displaying the "DCIPS Timeline" application. At the top left is the DCIPS logo. The title "DCIPS Timeline" is in the upper left. In the top right corner, there is a globe icon with the word "Overview" below it. The main content area displays "Legislation/Event: Prior to 1996" and "Description: 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". Below this is a horizontal timeline with radio buttons for "Prior to 1996", "1996", "1997", "2004", "2005", and "2007". The "Prior to 1996" button is selected. Below the timeline, it says "Select each date to learn about a key event." At the bottom of the screen is a navigation bar with icons for home, folder, CC, list, a status bar showing "App 1: 2 of 15", a compass, back, pause, and a highlighted forward arrow.

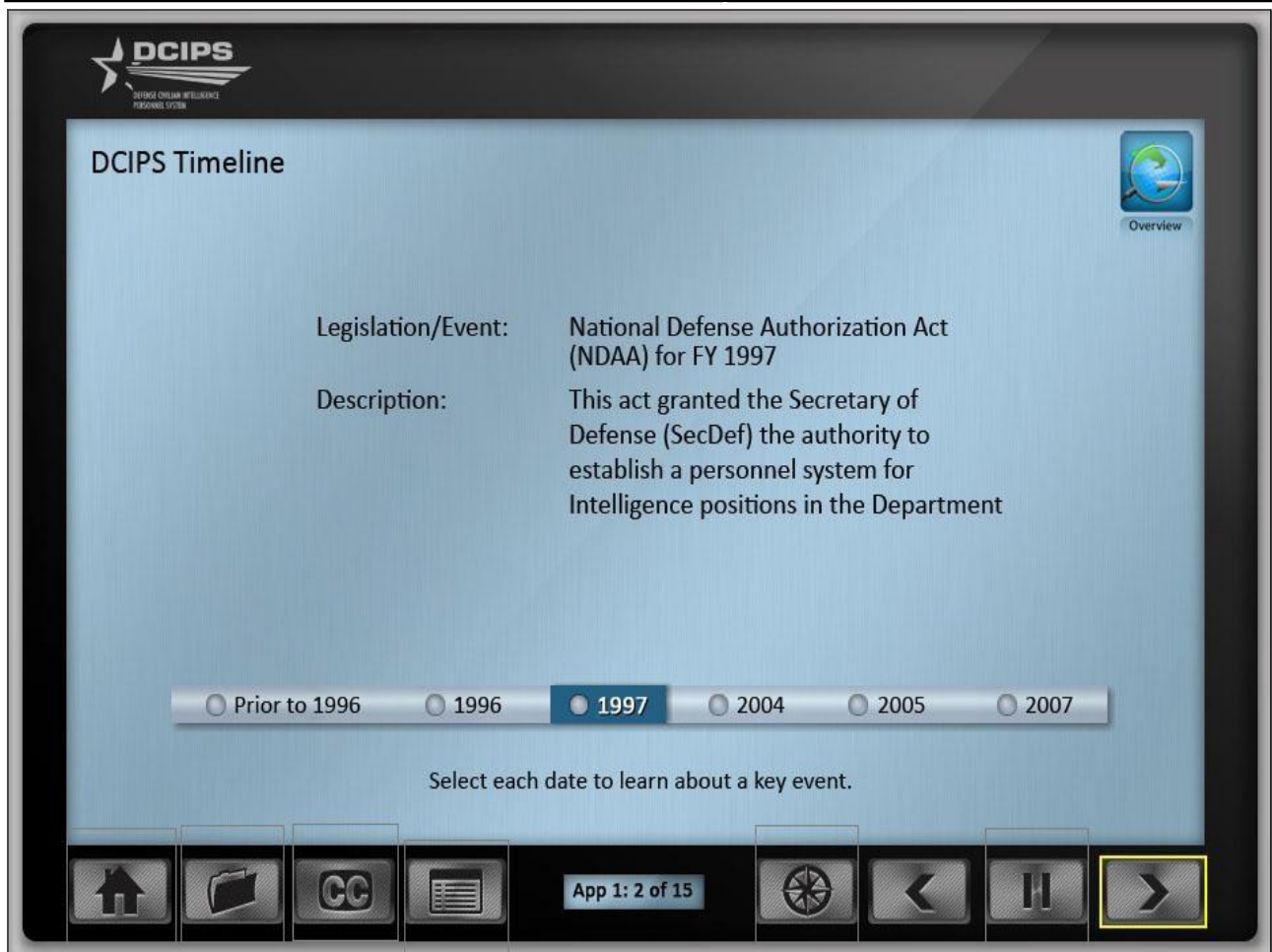
Prior to 1996, there was no statutory authority that joined Department of Defense (DoD) Intelligence agencies and the Military Departments under a common personnel system.

## DCIPS 101 - Overview



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.

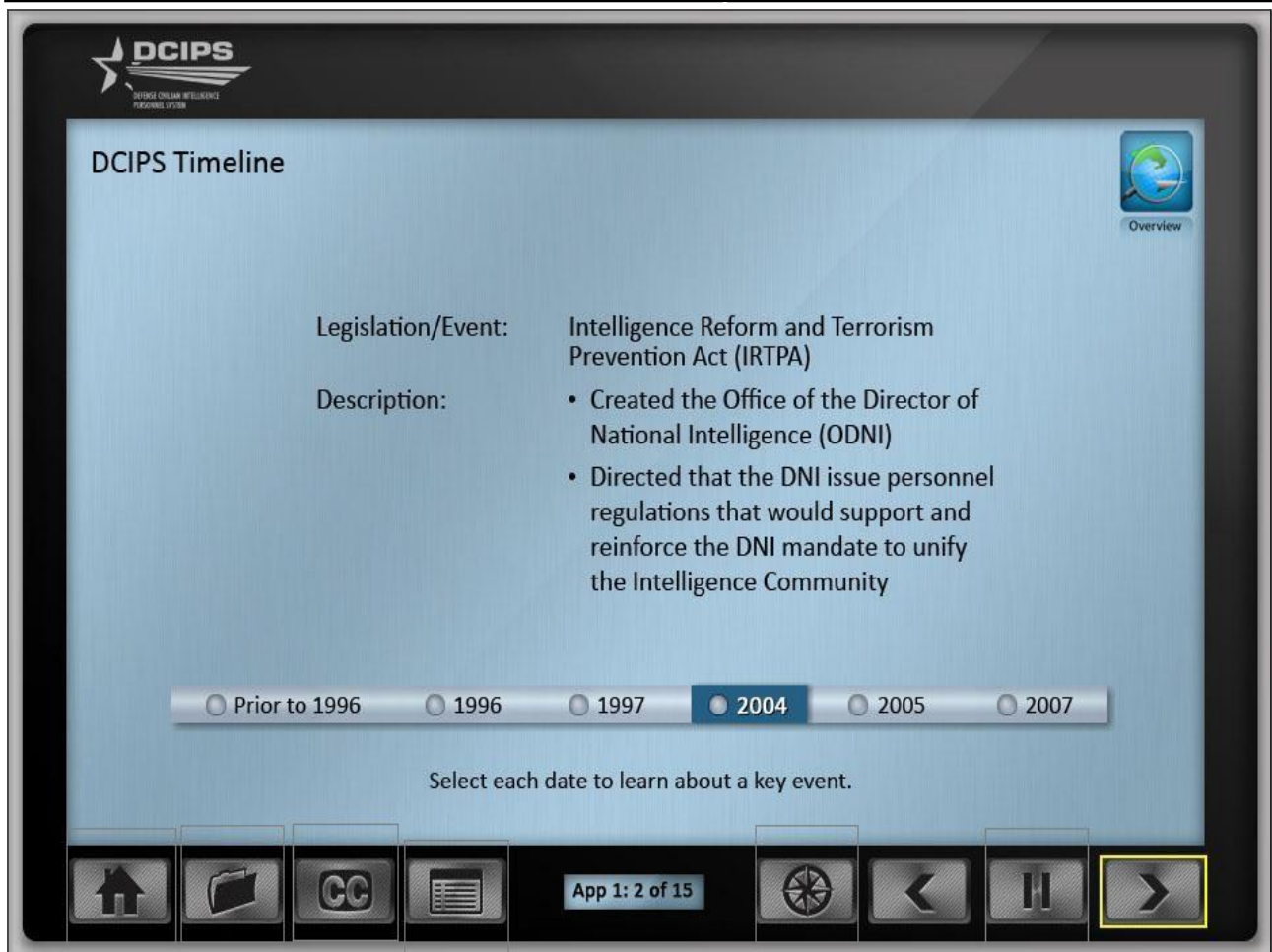
## DCIPS 101 - Overview



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.



## DCIPS 101 - Overview

The image shows a screenshot of a software interface titled "DCIPS Timeline". At the top left is the DCIPS logo. The main content area displays information for the year 2004. On the right side, there is a small globe icon with the word "Overview" below it. The interface includes a horizontal timeline with radio buttons for the years: Prior to 1996, 1996, 1997, 2004 (selected), 2005, and 2007. Below the timeline, a text prompt says "Select each date to learn about a key event." At the bottom, there is a navigation bar with icons for home, folder, CC, list, a compass, left and right arrows, and a play/pause button. A status bar in the center of the navigation bar shows "App 1: 2 of 15".

DCIPS Timeline

Legislation/Event: Intelligence Reform and Terrorism Prevention Act (IRTPA)

Description:

- Created the Office of the Director of National Intelligence (ODNI)
- Directed that the DNI issue personnel regulations that would support and reinforce the DNI mandate to unify the Intelligence Community

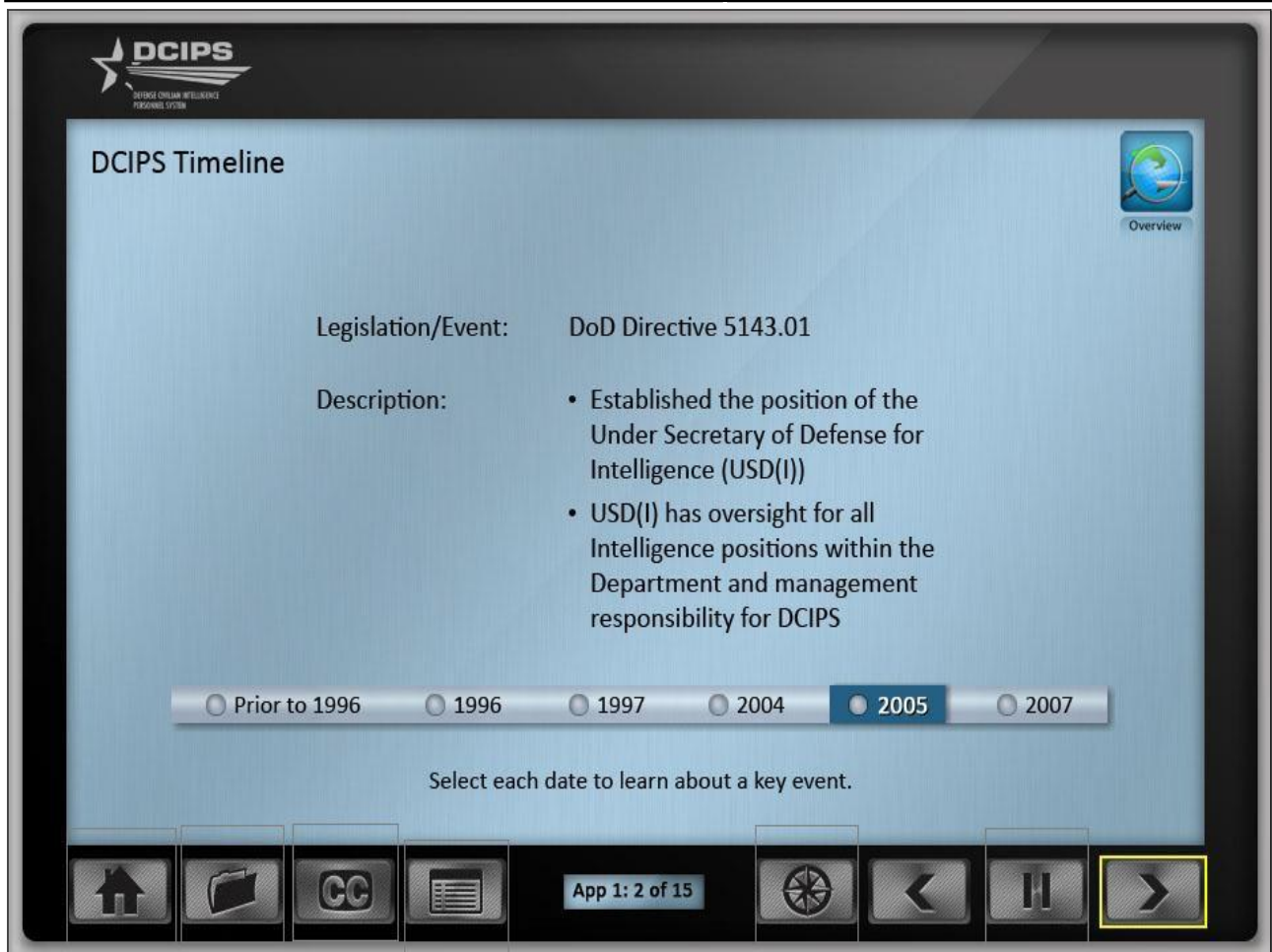
☐ Prior to 1996 ☐ 1996 ☐ 1997 ☒ 2004 ☐ 2005 ☐ 2007

Select each date to learn about a key event.

App 1: 2 of 15

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.

## DCIPS 101 - Overview

The image shows a screenshot of a tablet interface titled "DCIPS Timeline". At the top left is the DCIPS logo. In the top right corner, there is a small globe icon with the word "Overview" below it. The main content area displays "Legislation/Event: DoD Directive 5143.01" and "Description:" followed by a bulleted list: "Established the position of the Under Secretary of Defense for Intelligence (USD(I))" and "USD(I) has oversight for all Intelligence positions within the Department and management responsibility for DCIPS". Below this is a horizontal timeline with radio buttons for "Prior to 1996", "1996", "1997", "2004", "2005" (which is selected and highlighted in blue), and "2007". Under the timeline, it says "Select each date to learn about a key event." At the bottom of the screen is a navigation bar with icons for home, folder, CC, list, a status bar showing "App 1: 2 of 15", a compass, and navigation arrows (back, pause, and forward). The forward arrow is highlighted with a yellow border.

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.

This is a screenshot of a presentation slide titled "DCIPS Timeline" and "DCIPS Today". The slide has a light blue background. In the top left corner is the DCIPS logo. In the top right corner is a small globe icon with the word "Overview" below it. The "DCIPS Timeline" section on the left contains two photographs: the top one shows a man and a woman looking at a document, and the bottom one shows a group of four people in business attire around a laptop. The "DCIPS Today" section on the right contains a numbered list of three points. At the bottom of the slide is a navigation bar with icons for home, folder, CC, list, a compass, back, pause, and a highlighted forward arrow. A status bar in the center of the navigation bar shows "App 1: 3 of 15".

DCIPS Timeline

DCIPS Today

1. All DCIPS Components operate under the common DCIPS system, in either the banded or graded structure
2. DCIPS serves as the common Enterprise system that supports the mission and helps to attract, retain, and reward the workforce
3. DCIPS supports consistency across the Enterprise while providing flexibilities to embrace each Component's culture

App 1: 3 of 15

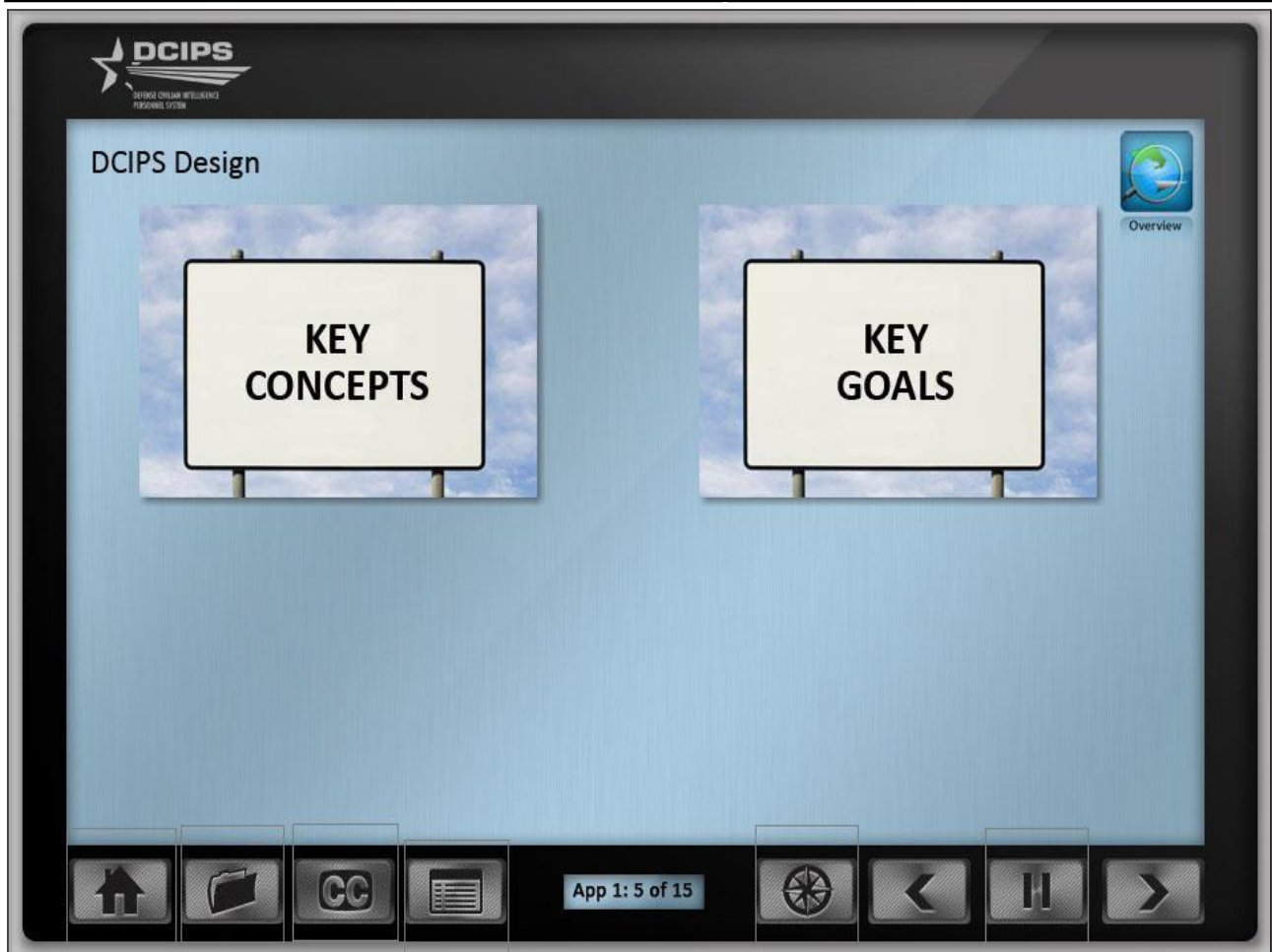
Today, all DCIPS Components operate under the common DCIPS system, in either the banded or graded structure. As it has in the past, DCIPS continues to serve as the common Enterprise system that supports the mission by helping to attract, retain, and reward the workforce needed to successfully carry out 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.

## DCIPS 101 - Overview

This is a screenshot of a presentation slide titled "DCIPS Design". The slide has a light blue background. At the top left is the DCIPS logo. In the center is a photograph of several people's hands and forearms gathered around a wooden table, looking at and pointing to various documents and charts. Below the photo, there is a block of text. At the top right of the slide area is a small icon of a globe with a magnifying glass, labeled "Overview". At the bottom of the slide is a navigation bar with several icons: a home icon, a folder icon, a "CC" icon, a list icon, a text box containing "App 1: 4 of 15", a compass icon, a left arrow icon, a pause icon, and a right arrow icon which is highlighted with a yellow border.

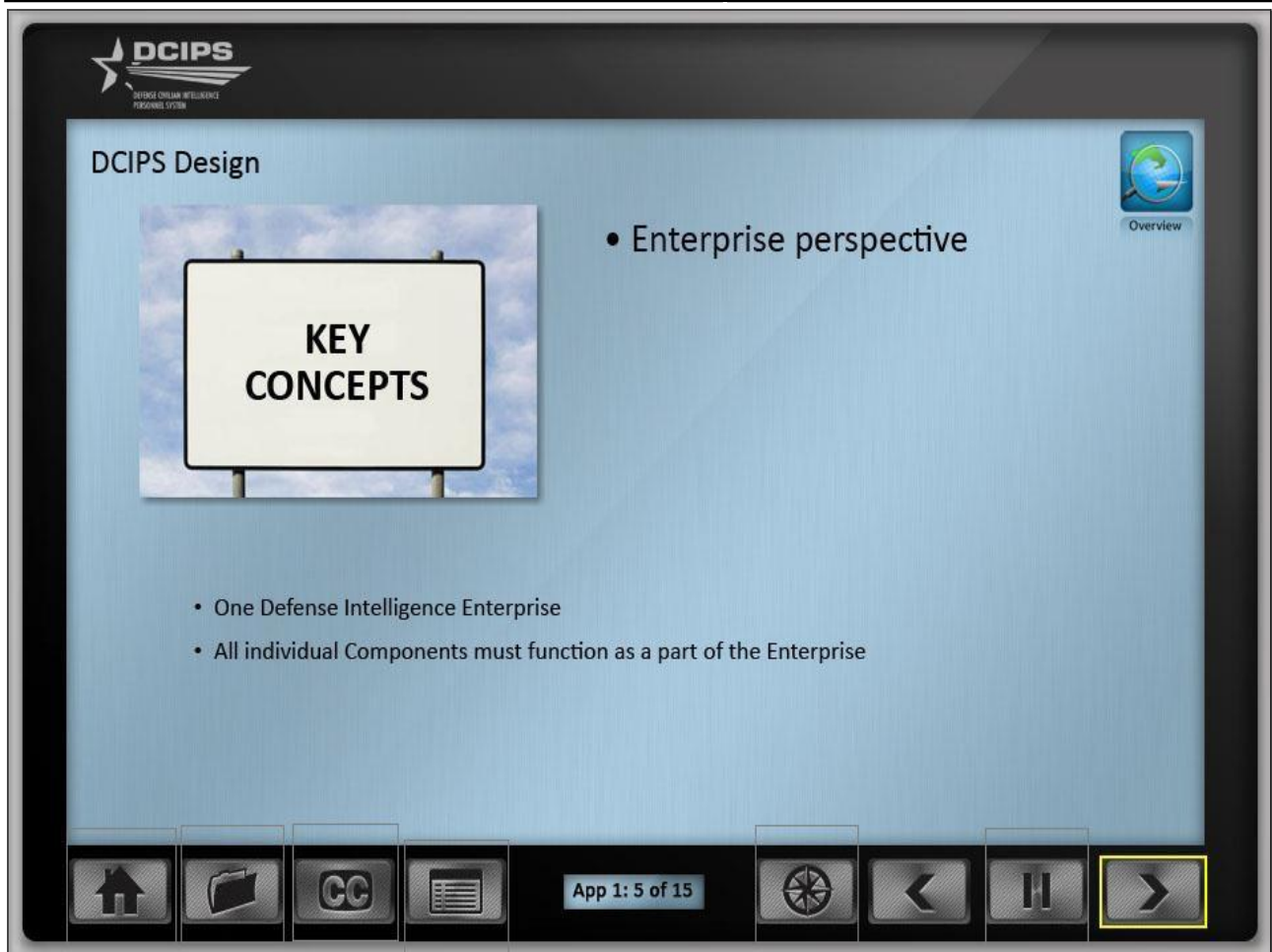
With an understanding of the events that contributed to where DCIPS is today, let's look at how the system is designed and what that means for you. The DCIPS design team included representatives from all of the Defense Intelligence Components and IC partners with the overarching goal of designing a personnel 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.

## DCIPS 101 - Overview

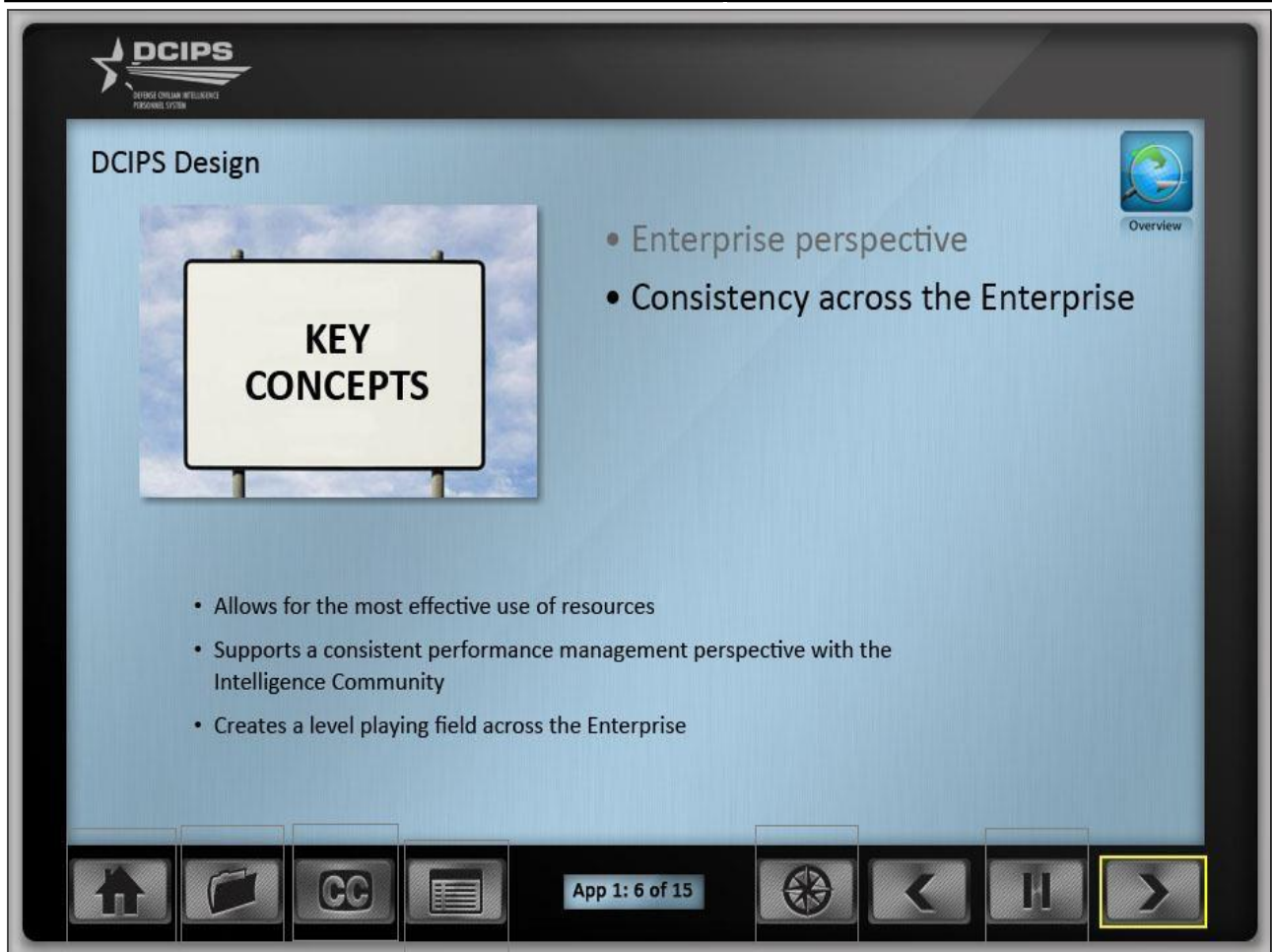


To accomplish this goal, the DCIPS design includes five key concepts and three underlying goals.



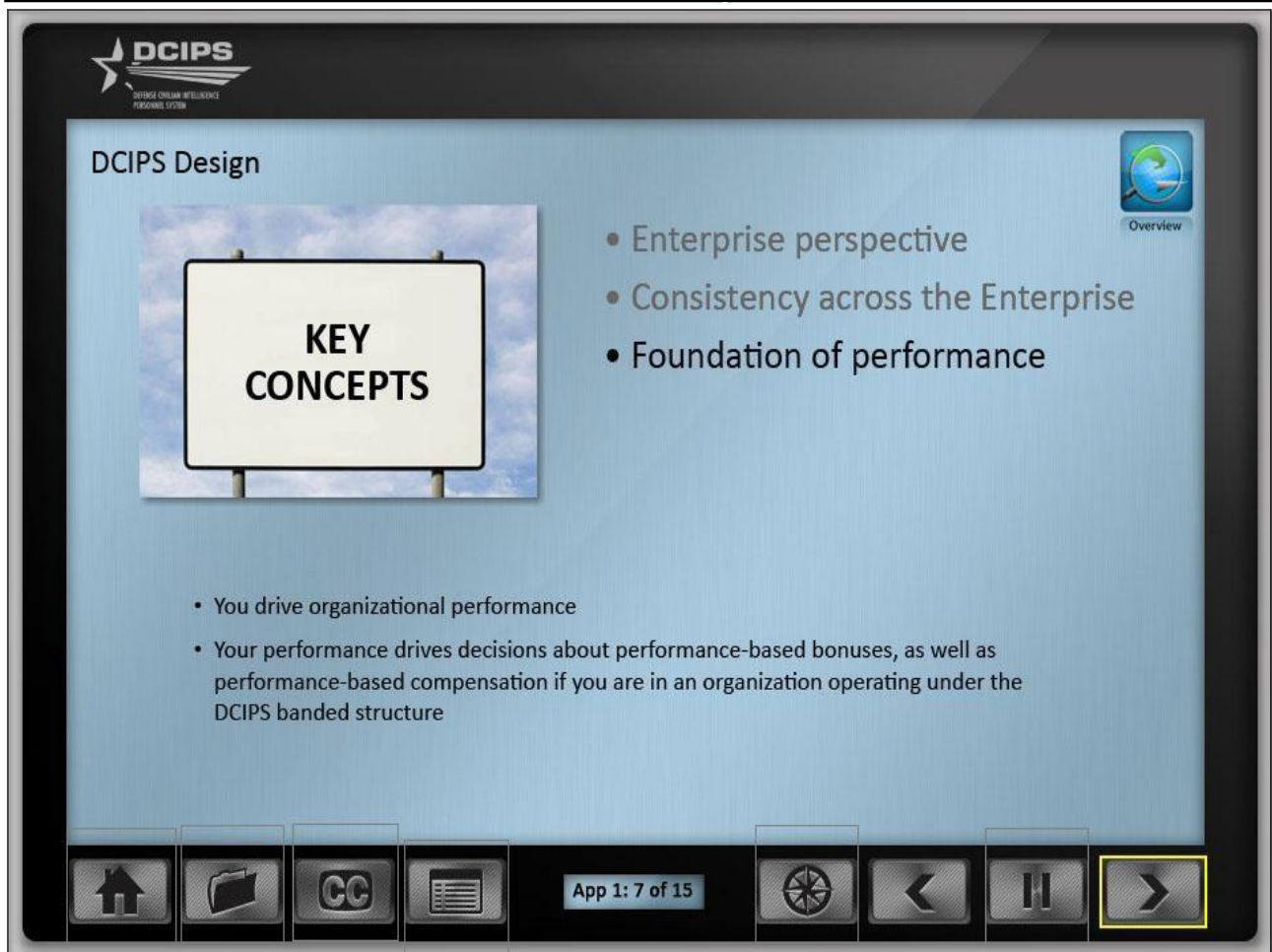


First, Enterprise perspective. What this means is that there is one Defense Intelligence Enterprise and that all the individual Components must function as a part of the Enterprise. For you, this means that as an employee of a DCIPS Component, you are also part of the larger Enterprise.

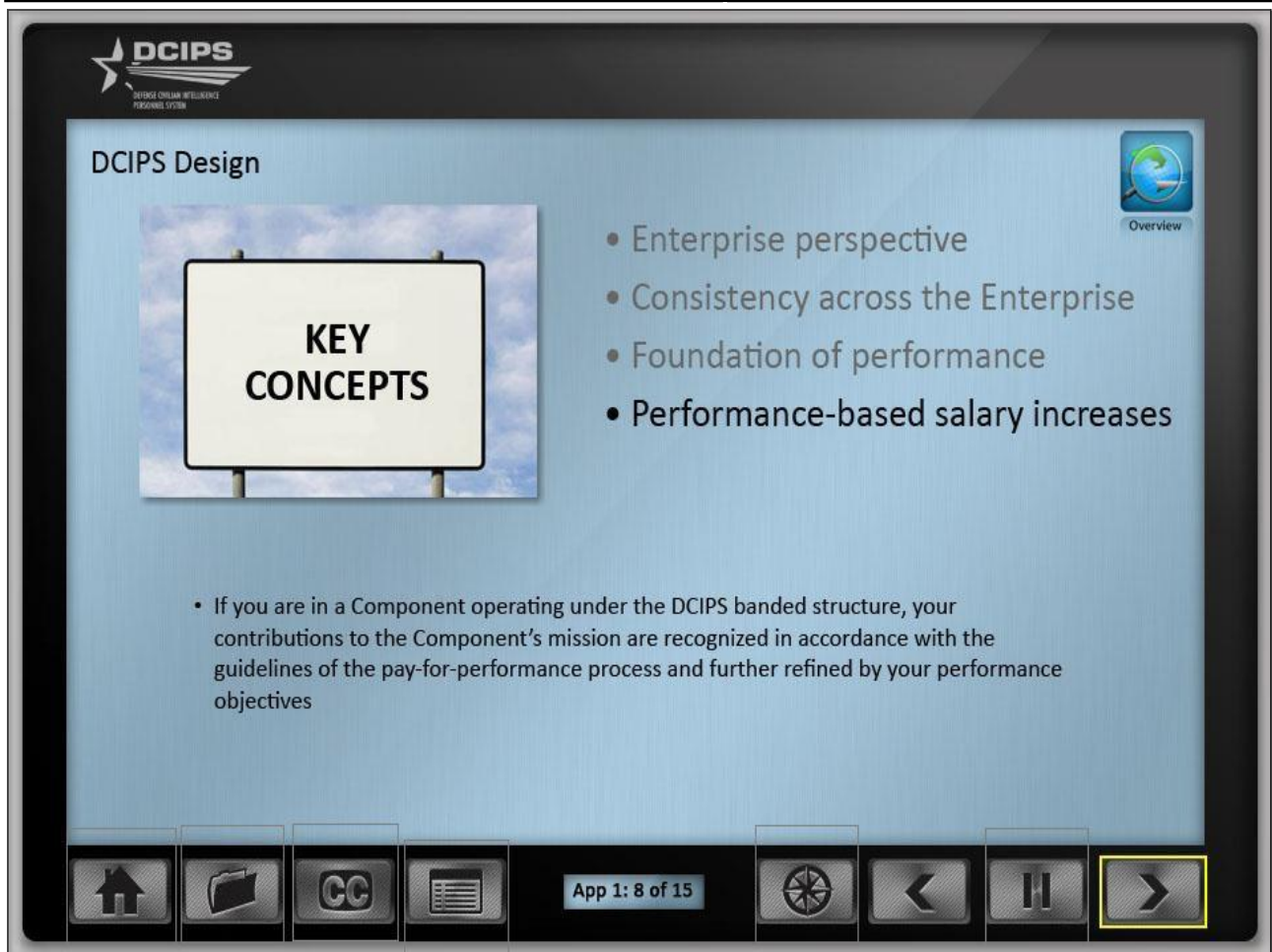


Next, consistency across the Enterprise. This consistency allows for the most effective and efficient use of available resources, such as people and money, and it supports a consistent performance management perspective with the Intelligence Community. You can feel confident knowing the basic premises of DCIPS create a level playing field across the Enterprise.

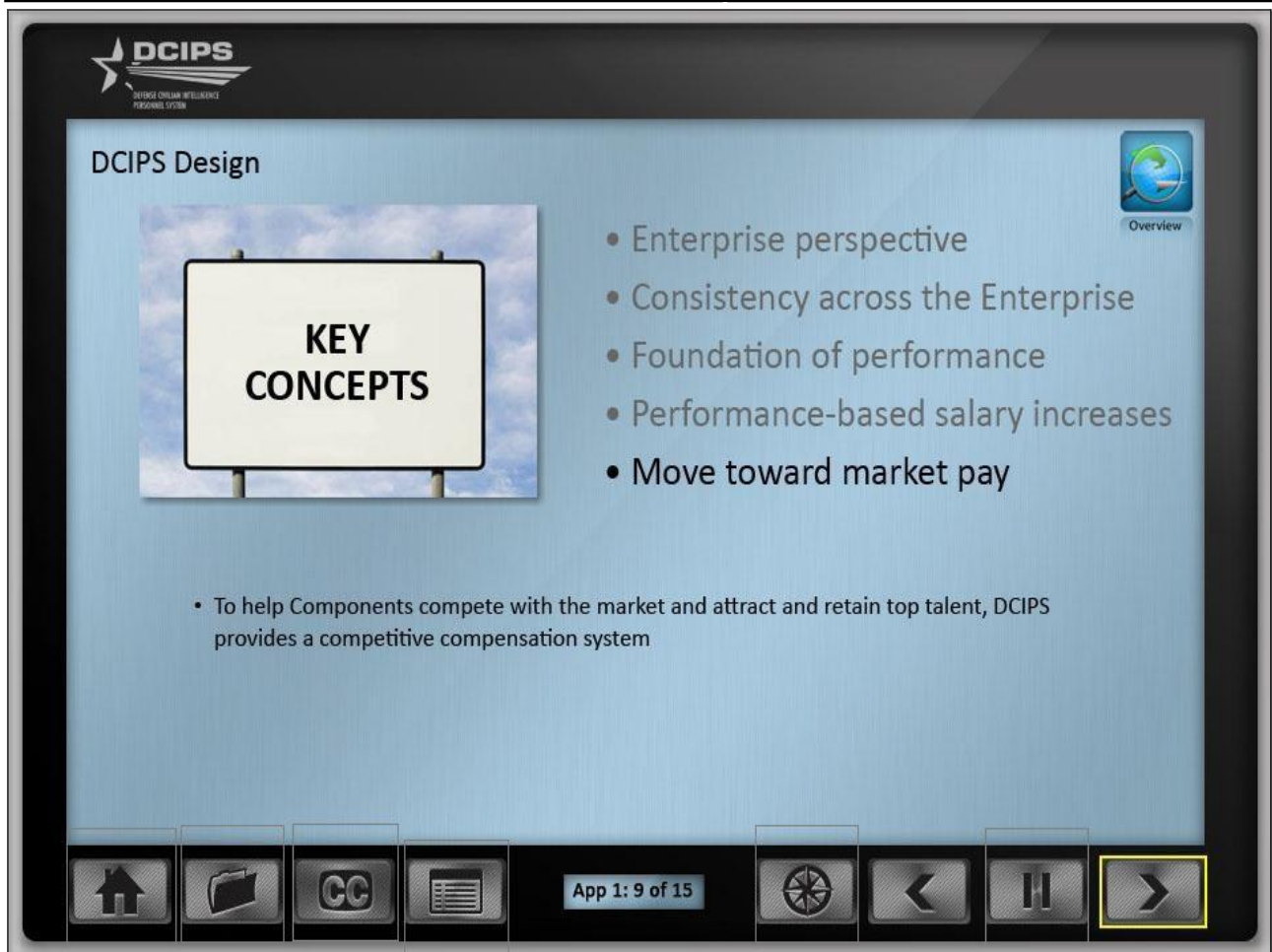


This is a screenshot of a presentation slide titled "DCIPS Design". The slide has a light blue background. In the top left corner is the DCIPS logo. In the top right corner is a small globe icon with the word "Overview" below it. On the left side, there is a white rectangular sign on two posts with the text "KEY CONCEPTS" in bold black letters. To the right of the sign, there are two bulleted lists. The first list, under the heading "KEY CONCEPTS", contains three items: "Enterprise perspective", "Consistency across the Enterprise", and "Foundation of performance". The second list, located further down, contains two items: "You drive organizational performance" and "Your performance drives decisions about performance-based bonuses, as well as performance-based compensation if you are in an organization operating under the DCIPS banded structure". At the bottom of the slide is a navigation bar with several icons: a home icon, a folder icon, a CC icon, a list icon, a status indicator showing "App 1: 7 of 15", a compass icon, a back arrow icon, a pause icon, and a forward arrow icon which is highlighted with a yellow border.

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.

This is a screenshot of a presentation slide titled "DCIPS Design". The slide has a light blue background. In the top left corner is the DCIPS logo. In the top right corner is a small globe icon with the word "Overview" below it. On the left side, there is a white rectangular sign on two posts with the text "KEY CONCEPTS" in bold black letters. To the right of the sign is a bulleted list of four items: "Enterprise perspective", "Consistency across the Enterprise", "Foundation of performance", and "Performance-based salary increases". Below the sign, there is another bulleted item: "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". At the bottom of the slide is a navigation bar with several icons: a home icon, a folder icon, a CC icon, a list icon, a compass icon, a left arrow icon, a pause icon, and a right arrow icon. The text "App 1: 8 of 15" is displayed in the center of the navigation bar. The right arrow icon is highlighted with a yellow border.

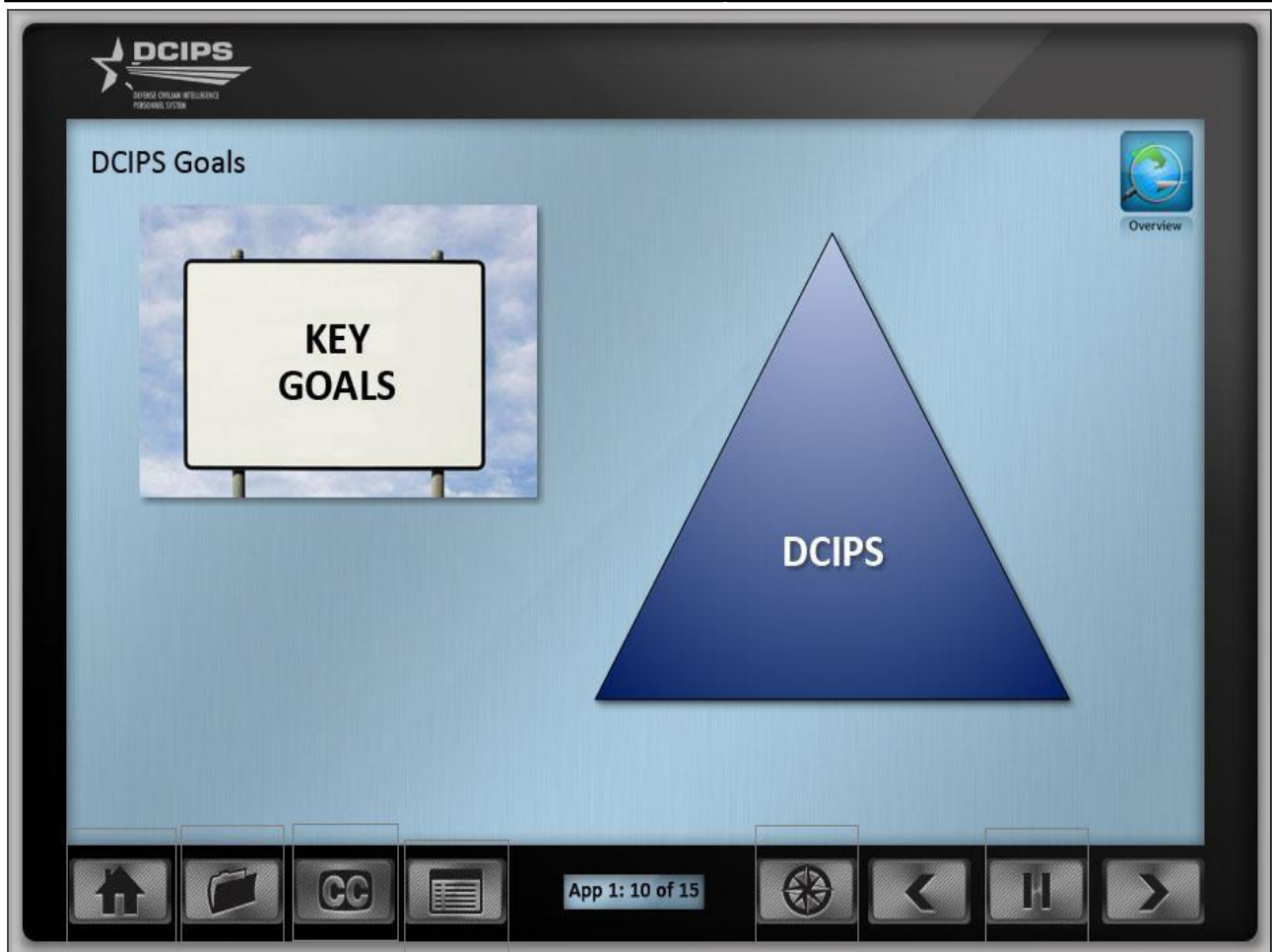
Next, performance-based salary increases. If you are in a Component operating under the DCIPS banded structure, your contributions to the Component's mission are recognized in accordance with the guidelines of the pay-for-performance process and further refined by your performance objectives.



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.

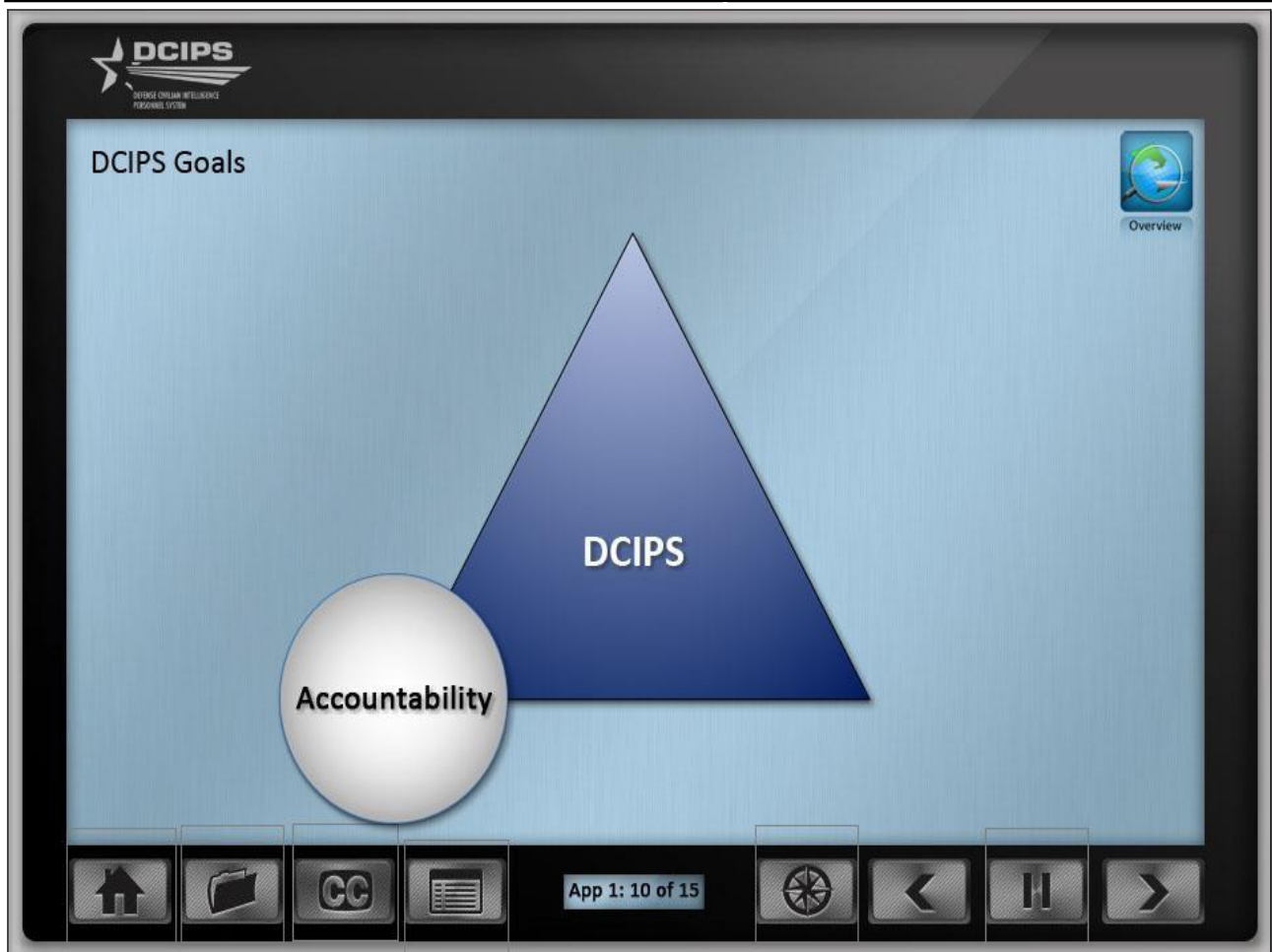
To help Components compete with the market and attract and retain top talent, DCIPS provides a competitive compensation system.

## DCIPS 101 - Overview



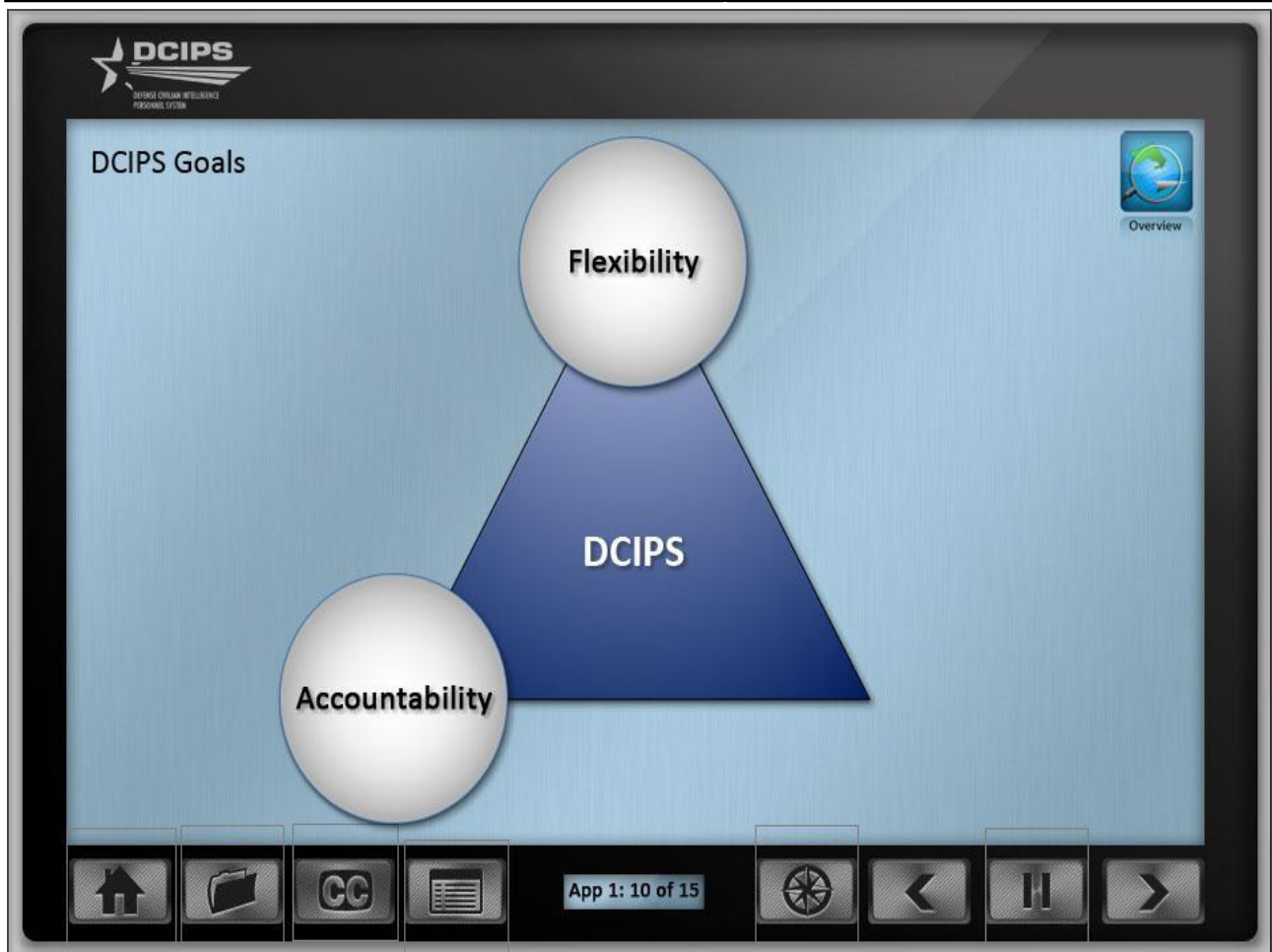
Next, a look at the three key underlying DCIPS goals and how they apply to you.

## DCIPS 101 - Overview



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.

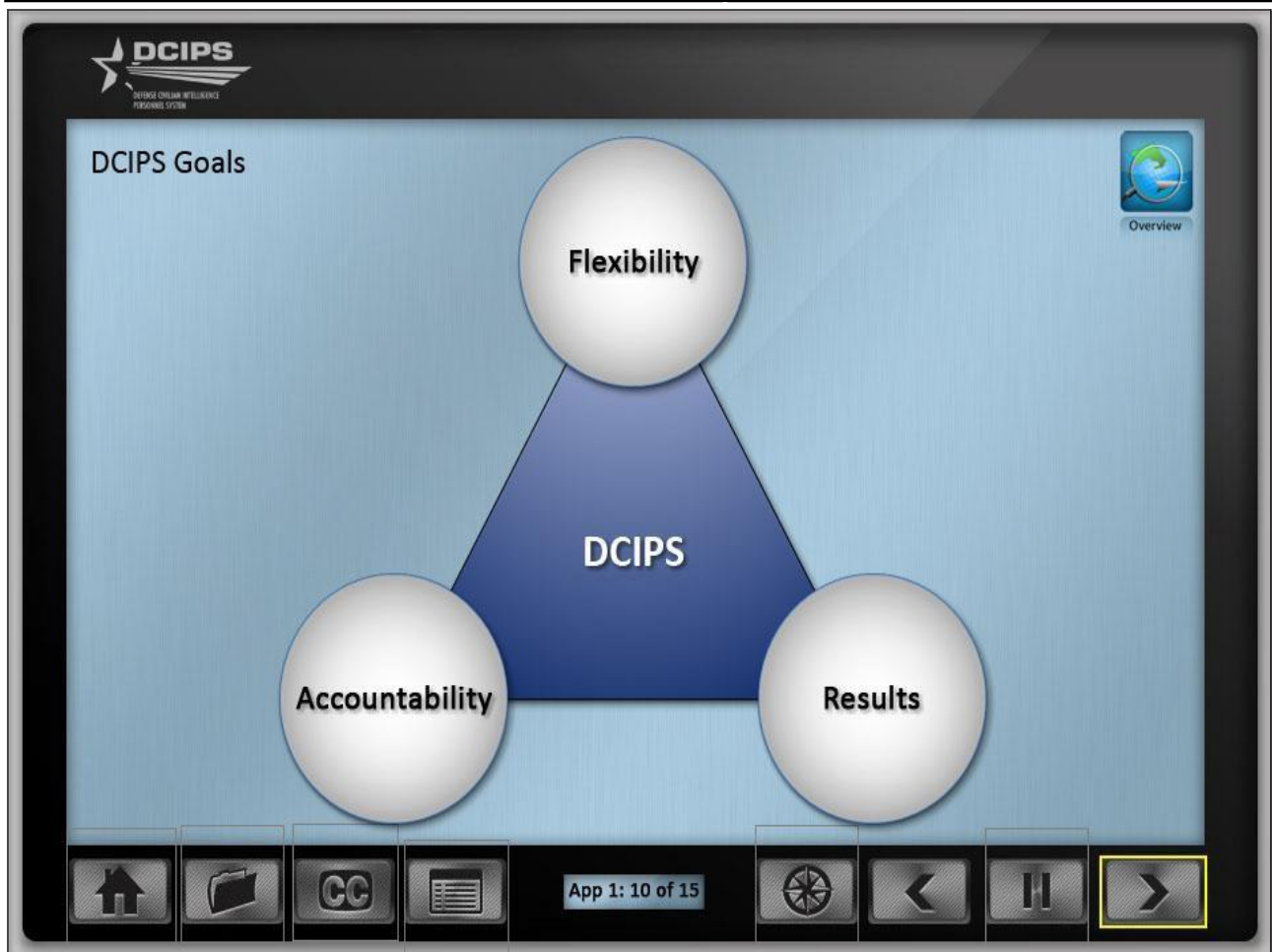




The second goal is flexibility. DCIPS is flexible enough to meet the needs of all the Defense Intelligence Components, respond to mission changes, support changes in the workforce, and allow for flexibilities in setting pay.



## DCIPS 101 - Overview



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.

## DCIPS 101 - Overview



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