Lesson Objectives

After completing this lesson, you will be able to:

- Explain special categories of personnel that are not covered by DCIPS policies.
- Describe how Defense Intelligence Components can develop policies, procedures, and other guidance applicable to special categories of personnel.
- Explain the Component and USD(I) roles relating to developing policies for special categories of personnel.

Topics

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Lesson 12: Special Categories of Personnel

Duration: 15 minutes

- DCIPS Volume 2015, Special Categories of Personnel, was created to provide authority for Components to develop policies and procedures for non-Defense Intelligence employees that may be supporting a Defense Intelligence Component. Policies supporting such categories of personnel are largely governed by specific regulations.

Your Notes:
Lesson 12 Topics

• Topic 1 – Special Categories of Personnel
• Topic 2 – Policies for Special Categories of Personnel
• Topic 3 – Points to Remember

This lesson describes special categories of personnel to whom DCIPS policies do not apply.

Your Notes:
TOPIC 1: SPECIAL CATEGORIES OF PERSONNEL

Special Categories of Personnel

- DCIPS policies apply to those employees and positions governed by Title 10 USC Section 1601-1614, including:
  - All employees hired under Title 10 USC 1601 authority
  - DISES employees
  - DISL employees
  - Special student hire programs

- Special categories of personnel are those to whom DCIPS policies do not apply. These may include:
  - Wage System employees (WG pay plan)
  - Foreign Nationals
  - Other special categories of personnel that may be Component-specific

What You Should Know:

Special Categories of Personnel

- DCIPS policies apply to those employees and positions governed by Title 10 USC Section 1601-1614, including:
  - All employees hired under Title 10 USC 1601 authority
  - DISES (Defense Intelligence Senior Executive Service) employees
  - DISL (Defense Intelligence Senior Level) employees
  - Special student hire programs

- Special categories of personnel are those to whom DCIPS policies do not apply. These may include:
  - Wage System employees (WG pay plan)
  - Foreign Nationals
  - Other special categories of personnel that may be Component-specific
Your Notes:


**TOPIC 2: POLICIES FOR SPECIAL CATEGORIES OF PERSONNEL**

**Policies for Special Categories of Personnel**

- Answer the questions on page 12-8.

**What You Should Know:**

**Special Categories of Personnel Policies**

- DoDI 1400.25, Volume 2015 provides Defense Intelligence Components the authority to:
  - Identify necessary special categories of personnel based on requirements of national security operations.
  - Develop internal policy consistent with DCIPS policy to address special categories of personnel.

- Any policies developed for special categories of personnel must be provided to the USD(I) through the HCMO for review at least 30 days prior to the effective date.
- Special categories of personnel are excluded from coverage under DCIPS policies.
- To the extent practicable, Component-specific policies should mirror DCIPS
policies.

- It is important to keep in mind that Component-specific policies must align with any applicable DoD regulations.

- Applicable regulations may include:
  
  - Government-wide regulations governing job classification for wage grade positions, compensation, Reduction in Force, and position management for hourly-rate employees.
  
  - Local governing regulations for foreign nationals both overseas and within the continental United States.
  
  - Special program regulations issued by the Department of Defense.

Your Notes:
Questions:

- Defense Intelligence Components have the authority to identify necessary special categories of personnel based on what requirements?

- Where must policies developed for special categories of personnel be submitted for review?

- Component-specific policies must align with any applicable regulations. What are some examples of such applicable regulations?
Topics to Remember

- DCIPS policies do not cover special categories of personnel.
- Component Heads have the authority to develop internal policy applicable to special categories of employees that comply with any other applicable regulations.
- Component-developed policies applying to special categories of employees need to be provided to HCMO at least 30 days prior to the effective date.
Lesson 12 Review

- Topic 1 – Special Categories of Personnel
- Topic 2 – Policies for Special Categories of Personnel
- Topic 3 – Points to Remember

Your Notes:

Lesson Transition:

In Lesson 13 we will explore Adjustment in Force (AIF).