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Special Categories of Personnel

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.

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LESSON 12 INTRODUCTION

This lesson takes 15 minutes.



Lesson 12: Special Categories of Personnel

Duration: 15 minutes

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- 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

Lesson 12 Topics

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



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- 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

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



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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****Policies for Special Categories of Personnel**

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- 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?
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TOPIC 3: POINTS TO REMEMBER



Points to Remember

Points 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.

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Your Notes:

LESSON 12 REVIEW



Lesson 12 Review

Lesson 12 Review

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



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Your Notes:

Lesson Transition:

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