



UNDER SECRETARY OF DEFENSE
5000 DEFENSE PENTAGON
WASHINGTON, DC 20301-5000

JUL 31 2008

INTELLIGENCE

MEMORANDUM FOR SECRETARIES OF THE MILITARY DEPARTMENTS
DIRECTOR, DEFENSE INTELLIGENCE AGENCY
DIRECTOR, DEFENSE SECURITY SERVICE
DIRECTOR, NATIONAL GEOSPATIAL-INTELLIGENCE
AGENCY
DIRECTOR, NATIONAL RECONNAISSANCE OFFICE
DIRECTOR, NATIONAL SECURITY AGENCY

SUBJECT: Defense Civilian Intelligence Personnel System (DCIPS) Pay Band and
Military Grade Equivalency

As the DoD Intelligence Community converts to the DCIPS pay bands, the current GG grades and military grade equivalencies must be changed to accommodate the establishment of the five DCIPS pay bands.

The equivalencies originally were established in accordance with Articles 43 and 60 of the Third Geneva Convention to cover civilians serving alongside members of the Armed Services who are subject to capture as prisoners of war. Over time, the use of these equivalencies has expanded to include determination of eligibility for overseas benefits, such as the assignment of permanent and transient quarters to civilian employees.

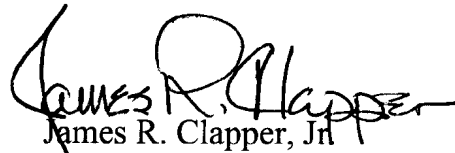
DCIPS pay band military grade equivalencies are hereby established, as shown in the table below. These equivalencies are consistent with changes to DoD Instruction 1000.1, "Identity Cards Required by the Geneva Conventions," approved by the Under Secretary of Defense (Personnel & Readiness) required to accommodate the National Security Personnel System. These equivalencies are effective on conversion of a Component to DCIPS.

DCIPS Band 5	O-6
DCIPS Band 4	O-5
DCIPS Band 3	O-4
DCIPS Band 2	O-3
DCIPS Band 1	O-2



SUBJECT: Implementation of the Defense Civilian Intelligence Personnel System (DCIPS)

Please provide widest dissemination of this policy, which will be published on the DCIPS webpage and incorporated in DCIPS subchapter SC1005, "Employment and Placement." For further information please contact Craig Capen, of my staff, who can be reached at 703-604-2778.


James R. Clapper, Jr

cc:

Deputy Under Secretary of Defense (Civilian Personnel Policy)
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