



### Inside This Issue

- 1 New DCIPS Team members
- 1 DCIPS News Feed
- 2 New Intel CHCO Update
- 3 What is NAPA?
- 3 DCIPS Open Dialogue
- 3 DCIPS Employee Open Forum
- 3 DCIPS Helpful Hints

### Introducing the DCIPS Implementation team members!

Over the past few months there have been several new faces that have joined the Army DCIPS implementation team. These team members have diverse backgrounds and experiences that will prove to be valuable assets to the DCIPS implementation effort. So without further ado, a short bio of all the members of the DCIPS implementation team:

**Ms. Yolanda Watson** is the Chief, Intelligence Personnel Management Office (IPMO). She has been leading this dynamic organization for the past few years navigating with Army Intelligence and HR Community to a successful conversion in 2009 and a continued sustainment of service and support into 2010. She also engages with the Office of the Director for National Intelligence (ODNI) and the Under Secretary of Defense for Intelligence (USD(I)) Human Capital offices on strategic human capital initiatives.

**Mr. Mark Johnson** serves as the Deputy Chief of IPMO and the DCIPS Implementation lead for Army. He supports the staff in the full functional HR activities and daily operations of the IPMO. He is the lead for Compensation and Resource management, and has played a vital role in the implementation of DCIPS and the establishment of policy, direction, and guidance during the DCIPS Interim period. He has been on the IPMO staff since June 2008.

**Ms. Jessica Mims** serves as the Army DCIPS Program Manager for Civilian Training and Professional Development for our DCIPS workforce. She has over 18 years of government service and has worked on several different programs to include the Stable Shadow, DCIPS Implementation and Policy Development, Competitive Professional Development Programs, Joint Duty, Wounded Warriors and Civilian Training and Education Development (policy). Ms. Mims participates in the ODNI and USD(I) working groups for professional Development. She has been on the IPMO staff since September 2005.

**Ms. Zula Green** serves as a Human Resources Specialist for the IPMO specializing in the management of the Career Program 35 (Intelligence and Security). She is responsible for managing Army Civilian Competitive Professional Development Functional Training, including Academic Degree Training (ADT), Army Civilian Training and Education Development System (ACTEDS), Short-Term Training, Development Assignments, Training-With-Industry (TWI), University Education Programs, and National Intelligence University (NIU). Ms. Green has been on the IPMO staff since August 2009.

*Continued on page 2*


### DCIPS MILESTONES

February/ March

- 1 – 22 Mar 2010 DCIPS Open Dialogue
- 12 Mar 2010 Rating Official completes Mid Year Review
- 26 Mar 2010 Reviewing Official completes Mid Year Review
- 30 Mar 2010 DCIPS Open Forum, Woods Theater on Fort Belvoir

### DCIPS News Feed is here

The news feed contains frequently updated DCIPS content that is automatically downloaded to your computer and delivered via Internet Explorer or Microsoft Outlook.

Subscribe at the Army DCIPS website (<http://www.dami.army.pentagon.mil/site/DCIPS/>) and click the DCIPS News Feed icon on the right side of the page. 

For questions and/or assistance with the feed please contact Ms. Jessie White at [jessie.k.white@mi.army.mil](mailto:jessie.k.white@mi.army.mil)



### The DCIPS Team members “continued”

**Ms. Sharon Fowler** serves as the DISES/DISL “Seniors” Training Program Manager, Seniors JDA Coordinator, and provides support in Performance Management, Presidential Awards, and Staffing, Recruitment and Placement. She has over 25 years of government service, and has been with Army G-2, since July 2006. Ms. Fowler has been on the IPMO staff since September 2009.

**Ms. Linda Conrad** serves as the Lead for the Army Intelligence Seniors Program. She has over 30 years of government service with 25 years in the intelligence community working as Chief of Staff and Deputy Chief of Staff in the Department of Energy and the Department of Homeland Security respectively. She is experienced in preparedness; human resource management, human capital and budget; acquisition and procurement; and homeland security planning issues and programs. Ms. Conrad has been on the IPMO staff since October 2009.

**Mr. Cornell Parker** currently serves as the Administrative Assistant to the Chief, Intelligence Personnel Management Office (IPMO). He served as a Personnel Security Officer for the National Reconnaissance Office (NRO) for two years. Prior to his service with the NRO, Mr. Parker was an active duty Staff Sergeant in the United States Air Force for 8 years. Mr. Parker has been on the IPMO staff since November 2009.

**Ms. Denise Facey** serves as Human Resources Specialist focusing on the Position Management and Classification program for the Seniors Program. She has over 20 years of government service, with 17 years in Army civil competitive service and 3 years of excepted service at Defense Intelligence Agency (DIA). She has 18 years of human resources experience in the functional areas of position management and classification, staffing, and automation. During her previous assignment at DIA, she was an active participant in the implementation of DCIPS in reclassifying position descriptions into the DCIPS occupational structure and developing pay pool business rules. Ms. Facey has been on the IPMO staff since February 2010.

**Ms. Rita Orona** serves as the Lead for the DCIPS Position Management and Classification Program and provides assistance with DCIPS Implementation and the Army Intelligence Seniors Program. She has over 26 years of government service of which 22 years are with the Department of the Army (DA). Her myriad of human resources experience comes from education, training, and assignments with DA. Her most recent assignment was with the Office of the Assistant G-1 (Civilian Personnel) as Classification Proponent. She has held staff, operations, and supervisory positions with the Civilian Human Resources Agency. Ms. Orona has been on the IPMO staff since February 2010.

### Intelligence Community gets a new Chief Human Capital Officer

Ms. Paula Roberts, the head of the National Geospatial-Intelligence Agency's (NGA) Human Development Directorate, was selected as the new Chief Human Capital Officer (CHCO) for the Intelligence Community. Ms. Roberts has worked at NGA since 1978, and joined the Senior Executive Service (SES) in 1996. Coming from NGA, Ms. Roberts has demonstrated success and is a champion of pay modernization. The Director of National Intelligence, the Honorable Dennis Blair, said Roberts will oversee the design, development and execution of human resource strategies and policies to support the 16 agencies in the intelligence community.

Ms. Roberts was preceded by Dr. Ronald Sanders, the community's first CHCO who retired in March 2010. Dr. Sanders was a major proponent in creating a pay modernization framework titled the National Intelligence Civilian Compensation Program (NICCP) for all intelligence agencies modeled after NGA's Defense Civilian Intelligence Personnel System. Congratulations to Ms. Roberts on her new appointment.



## DCIPS Interim: NAPA Review Updates

### What is the NAPA Review?

As part of the recent Fiscal Year 2010 National Defense Authorization Act (NDAA), all DCIPS agencies/services are required to complete a review of DCIPS from the employee perspective. As such, the National Academy of Public Administration (NAPA) is conducting a comprehensive independent assessment of DCIPS' impact on intelligence community employees. Employees are now able to provide constructive feedback on design, delivery, and implementation of DCIPS through focus groups, surveys, web-collaboration tools, and individual interviews. We strongly encourage Army DCIPS employees, supervisors, and managers (civilian/military) to participate in these efforts to support a fair and constructive review of the system.

For more information about the NAPA review please contact Ms. Yolanda Watson at (703) 695-2443 ([yolanda.watson@us.army.mil](mailto:yolanda.watson@us.army.mil)) or Mr. Mark Johnson at (703) 695-3689 ([mark.johnson4@us.army.mil](mailto:mark.johnson4@us.army.mil))

### DCIPS Open Dialogue: Let your voice be heard (Extended until 9 April!)

The National Academy of Public Administration (NAPA) is hosting an **Online Dialogue** on DCIPS. The web-based dialogue tool is designed to foster discussion and open exchange of ideas with other DCIPS members throughout the community.

The dialogue tool is open to **all** Army DCIPS employees and supervisors both military and civilian. Everyone is strongly encouraged to actively participate in this dialogue as it provides another opportunity for Army to have direct input on the design and future implementation of DCIPS.

Here are a few important reminders:

- All participants have the opportunity to participate in discussion groups, post comments, debate, and "vote" your support for ideas.
- Be candid and honest in sharing your ideas and DCIPS experience.
- All responses within the dialogue will be anonymous

Access the DCIPS Dialogue tool at <http://dcipsdialogue.uservice.com/login> or Army DCIPS website and clicking "DCIPS Open Dialogue" in the news flash at the top of the homepage.

### DCIPS Helpful Hints

- The Midpoint Review Toolkit was released in January 2010 and contains useful information for both employees and supervisors about the midpoint process. This toolkit is posted to the Army DCIPS website.
- Remember to visit the Army DCIPS website on a regular basis. We will post all updates pertaining to the changes associated with the NDAA and the DCIPS Interim period as soon as they become available.

NIPRnet: <http://www.dami.army.pentagon.mil/site/dcips/>  
SIPRnet: <http://www.dami.army.smil.mil/site/dcips>  
JWICS: <http://www.dami.ic.gov/site/dcips>

### DCIPS Army Employee Open Forum

Date: 30 March from 0900 -1100  
Location: Woods Theater, Ft. Belvoir.

A NAPA hosted event where employees have the opportunity to have in-person discussions on DCIPS implementation, their experiences and views on future direction.

For more information contact Ms. Jessica Mims at [Jessica.mims@us.army.mil](mailto:Jessica.mims@us.army.mil).