APRIL 2009   **ISSUE 6**

From the Desk of Ms. Yolanda Watson, Chief of the Intelligence Personnel Management Office (IPMO)

1 April 2009 marked the beginning of the DCIPS BETA group period within the Army Intelligence community. BETA participants have initiated their performance plans and have begun drafting their performance objectives as part of the performance management process. I want to thank those of you who are in the BETA group for your participation as it is critical to our success in implementing the Defense Civilian Intelligence Personnel System (DCIPS) for the entire Army Intelligence functional and HR communities.

We will be converting to DCIPS performance management soon. Therefore, we need to continue to work together to ensure that the implementation and transition processes run smoothly. If you have any questions about DCIPS, please contact your Transition Manager or send an email to the DCIPS Mailbox. Remember, our success depends on your assistance.

G-2 Send Addressing Army DCIPS Implementation

On 10 April, LTG Zahner sent out a G-2 Send to the field. His message is written out below:

Recently there have been questions about the Army DCIPS implementation. Be assured that DCIPS implementation within the Army continues forward.

DoD has not suspended DCIPS implementation despite recent events causing the perception of delaying DCIPS. On 3 Apr 09, the Office of Management and Budget(OMB) received a signed request various Congressional Committees "to put on hold further advancement of any pay-for-performance measures in the federal government and conduct a government-wide review to determine the best way forward to improve performance management while preserving merit principles." The letter inaccurately stated that the Department of Defense "froze DCIPS implementation."

On 30 Mar 09, SecDef and DNI received a memo signed jointly by Chairman Reyes of the House Permanent Select Committee on Intelligence (HPSCI) and Chairman Skelton of the House Armed Services Committee (HASC) requesting suspension of further DCIPS implementation until the new Administration and Congress consider the future of the Intelligence Community's personnel systems. During a meeting on 8 April, the DoD Intelligence Community (including its Service components) clearly communicated to HPSCI and HASC congressional staffers our collective recommendation to proceed with DCIPS according to its current plan. NGA, DIA, Navy and Marine Corps have converted to both Performance Management and Pay Bands. NSA has converted to Performance Management and is scheduled to convert to Pay Bands in October 09. The Air Force is planning for full conversion in August 09.

Inside This Issue

G-2 Send Addressing Army DCIPS Implementation   (Continued)

The Army's BETA Group (Army G-2) has completed training and is transitioning to DCIPS Performance Management with full Army Intelligence Community scheduled to convert in July 09.

USD(I) resourced the Army's initial training support concept which provided DCIPS training using a decentralized Train the Trainer (T3) concept at our Command levels. Commands requested, and Army G-2 leadership supported, a more robust plan to provide contracted training courses at geographic centers of DCIPS population. Army G-2 was not resourced for this effort but asked and received commitments from USD(I) and DNI. In the meantime, we will bridge the funding requirements for this effort and continue training as planned.

I ask that you support our Army efforts to get 100% of our DCIPS-related population trained NLT 19 Jul by assisting your local transition managers who will redouble their efforts to achieve this goal. My staff working in coordination with your transition managers will coordinate the necessary resources, as they become available.

The website for Army DCIPS is: **http://www.dami.army.pentagon.mil/site/dcips/**

My Army G-2 POC for DCIPS integration is Ms Yolanda Watson, DCS, G-2 Civilian Personnel (DAMI-CP), (703) 695-2443, DSN 225-2443, email: **yolanda.watson@us.army.mil**

My thanks for your continued service to the Nation and Army Intelligence.

Preparing for DCIPS Conversion

DCIPS conversion is coming soon! Therefore, it is critical that the Army Intelligence functional and HR communities take the following steps to ensure they are ready for the conversion:

- o Attend local town halls
- o Attend DCIPS Conversion training course
- o Read the *EYE of DCIPS* monthly newsletter
- o Check the Army DCIPS website frequently for updates

  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
- o Read the documents from the following toolkits:
    - o DCIPS Overview
    - o DCIPS Performance Management
    - o DCIPS Training
    - o DCIPS Conversion

If you are not familiar with the toolkits listed above, please contact your Transition Manager. You can also find the toolkit documents on the DCIPS website. These toolkits contain important information that provide you with knowledge needed for conversion to DCIPS.

HR Professional's Role within DCIPS

The conversion to DCIPS will bring many changes to the role of the Human Resource professionals and provide an opportunity to play a significant role in transforming the culture of the Army Intelligence community.

Employees and supervisors/managers will need the consulting skills of the HR professionals in dealing with a variety of HR processes, including the following:

- o Converting employees to appropriate work levels and pay bands

- o Advising on performance planning and understanding the performance management system

- o Understanding pay pool administration

By sharing information and promoting a common understanding of the DCIPS roll out, HR professionals can help you, as an employee, to acclimate and adopt the new DCIPS environment and culture. It is also important for management to form partnerships with HR professionals so they can work together to develop HR solutions that meet the needs of the Army Intelligence community.

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Updates to the DCIPS Performance Appraisal Application Tool

In the upcoming months, the IPMO Transition Team will inform you of updates made to the Performance Appraisal Application (PAA) Tool. The following updates are coming in June 2009:

- o Ability for rating officials to invite Guest Participants to provide assessment (Guest Rater) or feedback (Guest Reviewer) for consideration when completing an employee's appraisal

- o PAA Mass Actions that will provide the ability for rating officials to perform PAA-related tasks on multiple records such as copying plans, changing rating officials, etc.

- o A Mock Pay Pool Info tab that facilitates mock pay pool deliberations. Employees and rating officials may add mock information such as assessments and recommended ratings. Pay pool administrators and managers can download the mock data and import it into a mock Compensation Workbench (CWB) spreadsheet.

DCIPS Training Schedule

Please sign up for DCIPS Conversion Training as soon as possible to prepare for conversion in July 2009. It is critical that all employees, managers, and supervisors attend DCIPS training courses. The courses are designed to provide participants with the knowledge, skills and behaviors necessary to fully implement DCIPS and facilitate a seamless transition to performance management and pay bands for the Army Intelligence community. The dates, times and locations of the courses are listed below. Continue to check the DCIPS website for additional training dates and locations. In some locations there will be multiple sessions running on the same dates.

For enrollment into training please go to the CHRTAS webpage:

https://www.atrrs.army.mil/channels/chrtas/student/logon.aspx?caller=1

Ft Bragg, NC

Address: 4th PSYOP Group BN Classrooms Bldg H-3014 Floyd Thompson St., Ft Bragg NC 28310

POC: John Watkins (910) 432-6600

Training Dates	Time
16 - 20 April	0800-1530 daily
21 - 23 April	0800-1530 daily
27 - 29 April	0800-1530 daily
28 - 30 April	0800-1530 daily
30 April - 4 May	0800-1530 daily
5 - 7 May	0800-1530 daily
8 - 12 May	0800-1530 daily
12 - 14 May	0800-1530 daily
13 - 15 May	0800-1530 daily
19 - 21 May	0800-1530 daily

Ft. McPherson, GA

Address: Class Room BLDG 61, 1323 Cobb St. NW, Fort McPherson, GA 30330

POC: Terry L. McGee
1777 Hardee Avenue, Fort McPherson , GA

Training Dates	Time
28 - 30 April	0800-1530 daily
8 - 12 May	0800-1530 daily
19 - 21 May	0800-1530 daily

JIATF, Key West, FL

Address: Building A-515 on NAS Key West

POC: Marianne Schippereit
(305) 293-5294, DSN: 483-5294

Training Dates	Time
28 - 30 April	0800-1530 daily
5 - 7 May	0800-1530 daily
13 - 15 May	0800-1530 daily
19 - 21 May	0800-1530 daily
26 - 28 May	0800-1530 daily
23 - 25 June	0800-1530 daily

Upcoming Events

The IPMO Transition Team has the following special communication event scheduled in May. Additional town halls and executive road shows are currently being scheduled by the IPMO Transition Team. Dates for the upcoming event is listed below.

Town Hall	Executive Road Show	Location	Date
✓		Fort Sam Houston	4 May

DCIPS Puzzle

Here is a challenging scrambler puzzle for you to solve. The letters in the words/phrases below are scrambled so you need to unscramble them to solve the puzzle. Here are some hints: 1) All of these words can be found in this issue and 2) the first letter of each word is capitalized. Good luck!

1. woTn lalH
2. anisontriT rgeaMa
3. maHun ureessoRc
4. sivrCenono anigrnTi
5. oiylcP riWngko rGpuo
6. Ocntaoilucpa urutSertc
7. afreePorcnm mgtaenaMne
8. ymAr
9. ImpEeoye ateolnisR
10. aeBt uroGp
11. ePnformreca jeecstvbOi
12. lksToito
13. aPy nicAot
14. ytuiaQl Spet nserceaI
15. neonPtga

The answer to the scrambler puzzle can be found on the Army DCIPS website:

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**