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**DEPARTMENT OF DEFENSE
MILITARY SERVICES**

CIVILIAN INTELLIGENCE

PERSONNEL MANAGEMENT SYSTEM

(CIPMS)

DEFENSE INTELLIGENCE

- MILITARY STRENGTH - A COMPONENT OF NATIONAL POWER
AN INSTRUMENT OF NATIONAL POLICY
- AN INTEGRAL PART OF THE NATIONAL INTELLIGENCE STRUCTURE
- ASD C3I
 - PRINCIPAL STAFF ADVISOR OF SEC DEF
 - COORDINATION IN AND OUT OF DOD

NAVAL INTELLIGENCE - DNI

- ADVISE AND ASSIST CNO IN COMMANDING NAVAL INTELLIGENCE ORGANIZATIONS
- FORMULATE POLICY FOR LAW ENFORCEMENT, CI, PHYSICAL SECURITY AND INVESTIGATIVE MATTERS
- FORMULATE MULTIDISCIPLINARY SECURITY PROGRAM
- PROVIDES INTELLIGENCE STAFF SUPPORT TO DON
- EXERCISES AUTHORITY AND RESPONSIBILITY ON ALL MATTERS RELATED TO INTELLIGENCE REQUIREMENTS, COLLECTION, PRODUCTION, DISSEMINATION, EQUIPMENT, DOCTRINE AND TECHNIQUE

NAVAL INTELLIGENCE - DNI CONT'

- COORDINATION AND DIRECTION OF UNDERSEA WARFARE INTELLIGENCE
- PROVIDES INTELLIGENCE AND CRYPTOLOGIC REQUIREMENTS OF COMMANDERS
- VALIDATES REQUIREMENTS FOR RDT&E
- ASSUMES OPNAV PROGRAM SPONSORSHIP OF INTEL & CRYPTOLOGIC REQUIREMENTS
- EXERCISES COGNIZANCE OVER NAVY GDIP, CCP AND OTHER INTEL RESOURCES
- FORMULATES POLICY AND MANAGES OCEAN SURVEILLANCE INFORMATION SYSTEM (OSIS)
- SENIOR INTELLIGENCE OFFICER - DON

AEROSPACE INTELLIGENCE

- DOD DIRECTIVE 5100.1
 - ADEQUATE, TIMELY AND RELIABLE
- AFI FUNCTIONS
 - ASSESS COMPLETE SPECTRUM OF FOREIGN CAPABILITY
 - PROVIDE INTER-SERVICE AND NATIONAL LEVEL SUPPORT
- INTELLIGENCE IN FORCE STRUCTURING, EMPLOYMENT AND EVALUATION
- INTELLIGENCE IN COMMAND AND CONTROL

- **AIR FORCE INTELLIGENCE PRINCIPLES**
 - ACCURACY
 - TIMELINESS
 - COOPERATION
 - FUSION
 - FLEXIBILITY
 - PERCEPTIVENESS
 - SECURITY
- **INTELLIGENCE CYCLE**
- **AEROSPACE INTELLIGENCE IN AF OPERATIONS**
 - THREAT ASSESSMENT
 - TARGETING
 - COMBAT EVALUATION
 - COLLECTION TASKING
 - BASE DEFENSE SUPPORT
 - INTELLIGENCE MANAGEMENT

ARMY INTELLIGENCE

- A MAJOR BRANCH IN ARMY - 1987 BECAME MI CORPS
- COLLECTION, ANALYSIS, PRODUCTION, DISSEMINATION
- MI DUTIES
 - EAC, ECB COMMAND INTELLIGENCE ORGANIZATIONS
 - INTELLIGENCE STAFF/OPERATING OFFICIALS
 - DEVELOP COMMUNICATIONS AND ELECTRONIC INTELLIGENCE
 - PROVIDE COMMUNICATIONS AND ELECTRONIC SECURITY
 - DEVELOP AND MANAGE PROGRAMS FOR SAFEGUARDING DEFENSE INFORMATION
 - DEVELOP ORDER OF BATTLE INFORMATION
 - INTERROGATE POW, DEFECTORS AND OTHERS
 - PROVIDE INFO ON AERIAL SURVEILLANCE
 - ANALYZE AND INTERPRET PHOTOGRAPHIC AND ELECTRONICALLY PRODUCED IMAGES

- **MI DUTIES CONTINUED**

- ARMY PERSONNEL SECURITY AND INDUSTRIAL SECURITY PROGRAM
- LINGUISTIC AND ANALYTICAL SUPPORT TO ALL LEVELS OF COMMAND
- DEVELOP CONCEPTS, PLAN AND COORDINATE SPECIALIZED WORLDWIDE INTELLIGENCE AND COUNTERINTELLIGENCE OPERATIONS
- PARTICIPATE IN DESIGN, RESEARCH, DEVELOPMENT AND TESTING OF INTELLIGENCE MATERIAL AND EQUIPMENT
- DEFENSE AND ARMY REPRESENTATIVE WITH MILITARY ATTACHE OFFICES
- PERFORM CLASSIFIED AND SPECIALIZED DUTIES IN SIGNAL INTELLIGENCE AND ELECTRONIC WARFARE

REASONS FOR LEGISLATION

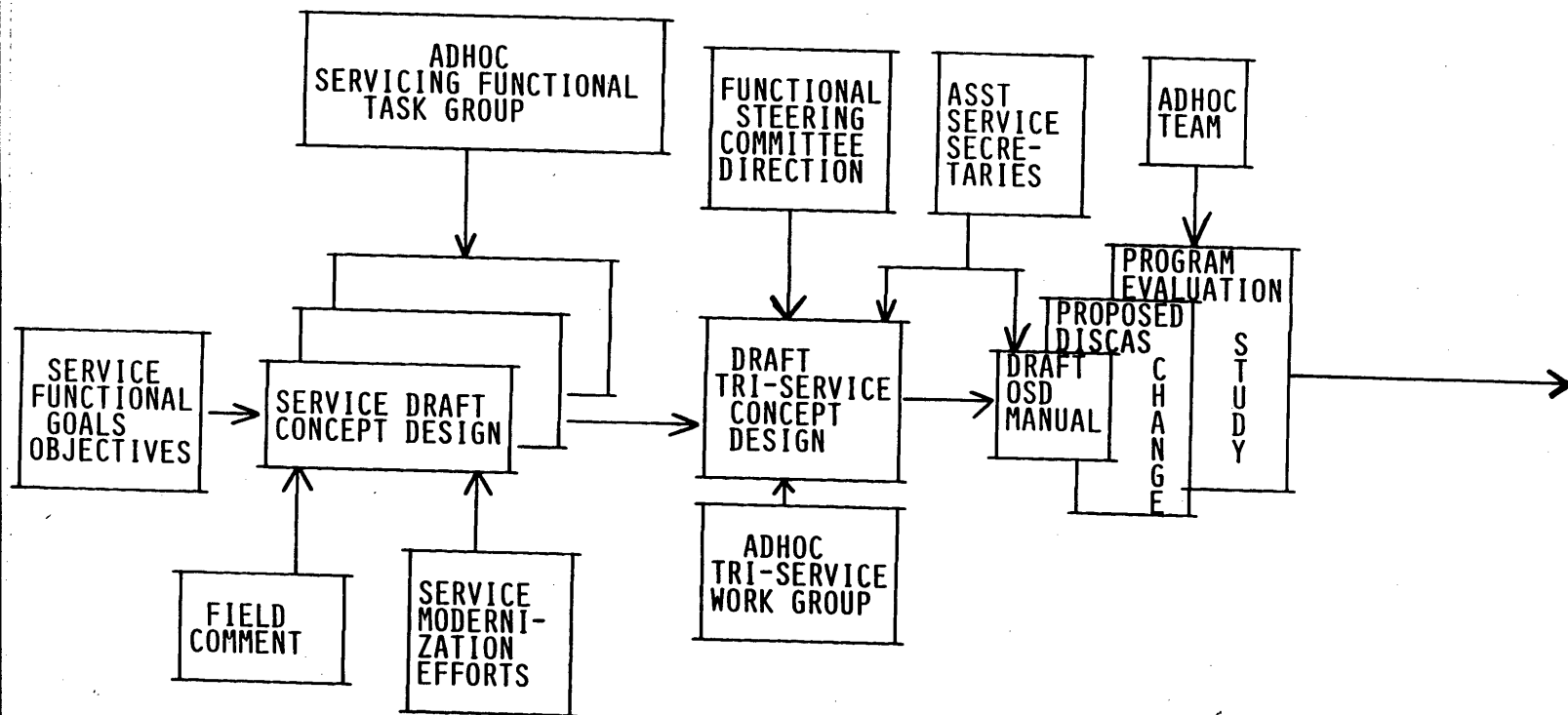
- COMPETITORS EXEMPTED FROM 1949 CLASSIFICATION ACT
- OPM STANDARDS ARCHAIC
- PAY COMPARABILITY STEADILY WEAKENED
- COMPENSATION PROGRAM LIMITED
- INCREASED NEED FOR INTELLIGENCE COMMUNITY COHESION
 - ASSURE INTAKE OF QUALITY PERSONNEL
 - COMPETITIVE COMPENSATION
 - IMPROVE PROFESSIONALISM/CAREER DEVELOPMENT
 - INCREASE RETENTION
 - IMPROVE MANAGEMENT OF SYSTEMS/TECHNOLOGY

10 USC 1590, PUBLIC LAW 99-569

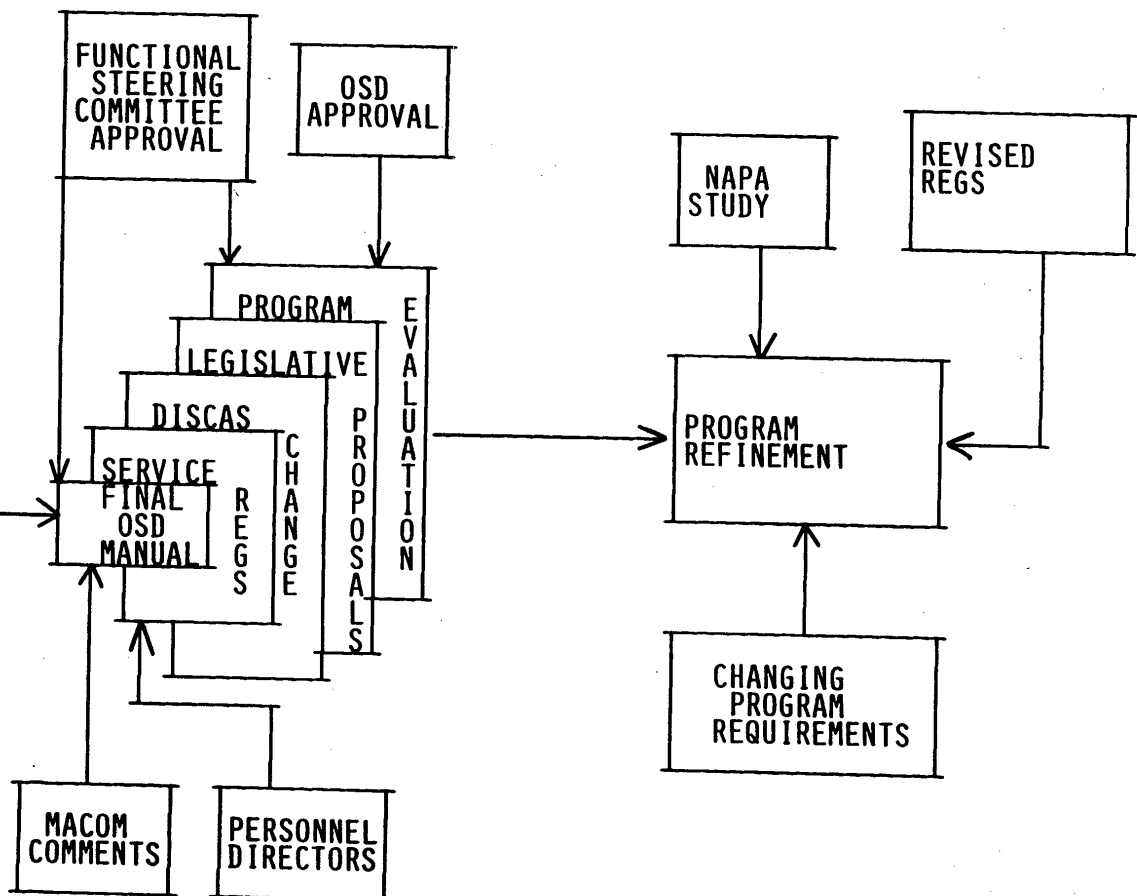
CIVILIAN INTELLIGENCE PERSONNEL MANAGEMENT SYSTEM
(CIPMS)
CONGRESSIONAL INTENT

- SEPARATE EXCEPTED SERVICE SYSTEM
 - FOR INTELLIGENCE COMPONENTS OF ARMY, AIR FORCE AND NAVY
- DELEGATION OF BROAD AUTHORITIES
 - APPOINT
 - FIX COMPENSATION
 - TERMINATE EMPLOYMENT
- AUTHORITIES SIMILAR TO CIA, NSA & DIA

CIPMS CONCEPT DESIGN PROCESS



CIPMS CONCEPT DESIGN PROCESS CONT'



CIPMS AUTHORITY/RESPONSIBILITY

- ASD (FM&P)
 - APPROVE/PUBLISH POLICY
 - ADVICE/ASSISTANCE TO ASD (C-3I)
- ASD (C-3I)
 - COORDINATE/PURPOSE POLICY
 - PROGRAM EVALUATION
- DEPARTMENTAL SECRETARIES
 - DEVELOP IMPLEMENTATION STRATEGY
 - APPOINTING AUTHORITY
 - TERMINATE FOR NATIONAL SECURITY
- FUNCTIONAL LEADERSHIP
 - FCR
 - EXECUTIVE STEERING COMMITTEE
 - TRI-SERVICE POLICY ADVISORY GROUP

SERVICES IMPLEMENTATION STRATEGY

- TRI-SERVICE EXECUTIVE STEERING COMMITTEE
- SERVICE LEVEL WORKING GROUP
- SERIES OF TRI-SERVICE WORKING MEETINGS
 - COMMON POLICIES AND PROCEDURES
 - ACCEPTED DIFFERENCES
- TRI-SERVICE CONCEPT APPROVED
- DRAFT OSD MANUAL WRITTEN

CIPMS - EMPLOYEE COVERAGE

- APPROXIMATELY 9500 EMPLOYEES
- ALL EMPLOYEES IN COMMANDS AND ACTIVITIES WITH PRIMARY INTEL MISSION
- EMPLOYEES ELIGIBLE TO REGISTER IN DISCAS
- OTHERS IN DIRECT SUPPORT OF INTEL FUNCTION, AS DESIGNATED BY MAJOR COMMAND
- SES EXCLUDED BY LAW
- FOREIGN NATIONALS EXCLUDED

EMPLOYEE COVERAGE

SERIES CATEGORY	ARMY	AIR FORCE	NAVY	TOTAL
132	1462	672	610	2744
080	708	64	67	839
S & E	404	571	172	1147
OTHER CAREER PROGRAM	590	622	504	1716
ADMIN/TECH	368	484	143	995
CLERICAL	803	621	314	1738
WAGE GRADE	73	184	23	280
TOTAL	4408 47%	3218 34%	1833 19%	9459 100%

MAJOR THRUSTS OF CIPMS

- STRENGTHEN LEADERSHIP
- INCREASE AUTHORITY, ACCOUNTABILITY, KNOWLEDGE OF MANAGEMENT
- STREAMLINE AND SIMPLIFY PERSONNEL PROCEDURES AND SYSTEMS
- IMPROVE TECHNICAL COMPETENCE OF INTELLIGENCE PROFESSIONALS
- MAXIMIZE USE OF DIMINISHING INTELLIGENCE RESOURCES

CIPMS POLICY & CHARACTERISTICS

- COMPLIANCE WITH CONGRESSIONAL INTENT: INTEL COMMUNITY COMPARABILITY/PARITY
- COMPLY WITH SPIRIT OF MERIT SYSTEM PRINCIPLES (TITLE V)
- MAXIMUM AUTHORITY DELEGATED TO MANAGEMENT
- PROTECT EMPLOYEE RIGHTS
- PROVIDE FOR TOTAL COMPENSATION MANAGEMENT
- FLEXIBILITY & DISCRETION
- ELEMENTS OF COMPETITIVE SERVICE SYSTEM

CIPMS DEVELOPMENT

- EXECUTIVE STEERING COMMITTEE
- ARMY DESIGNATED EXECUTIVE AGENT
- TRI-SERVICE WORKING GROUPS
- TRI-SERVICE TASK FORCE
- DRAFT MANUAL (11-87)
- DRAFT TO OSD (12-87)

CONCEPT DESIGN KEY COMPONENTS

- CLASSIFICATION AND COMPENSATION
- EMPLOYMENT AND PROMOTION
- PERFORMANCE MANAGEMENT
- CAREER DEVELOPMENT AND TRAINING
- CENTRAL SUPPORT
- FUNCTIONAL LEADERSHIP

CIPMS - CONVERSION

- NO OPM CLASSIFICATION OVERSIGHT
- DIRECT HIRE AUTHORITY - NON-INTEL POSITIONS
- SPECIAL TERMINATION AUTHORITY
- FLEXIBLE QUALIFICATIONS DETERMINATIONS
- NSA PRIMARY CLASSIFICATION STANDARD
- CENTRALIZED SKILLS BANK FOR OUTSIDE APPLICANTS

CONDITIONS OF EMPLOYMENT

- SECURITY CLEARANCE/ACCESS
- MOBILITY
- RESERVE/MILITARY RETIREE STATUS
- MEDICAL STANDARDS
- POLYGRAPH
- URINALYSIS
- STANDARDS OF CONDUCT/SURETY

CIPMS STAFFING

- VETERANS PREFERENCE ADMINISTRATIVELY GRANTED
- STREAMLINE MERIT PROMOTION PROCEDURE
- QUALIFICATIONS - DEPARTURE FROM X-118
- BINDING CONDITIONS OF EMPLOYMENT
- LENGTHEN TRIAL PERIOD
- INCREASE NONCOMPETITIVE PROMOTIONS MANAGEMENT CONTROLLED

CIPMS STAFFING

- DELEGATE 180 DAY RETIREE WAIVERS
- DEVELOP SERVICE COMPONENT RIF PROCEDURES
- INTERFACE WITH PRIORITY PLACEMENT AND CAREER REFERRAL PROGRAMS
- RECRUITMENT INCENTIVES
 - SIGNING BONUS
 - ADVANCE STEPS
 - SPECIAL SALARY RATES
 - INDUCEMENTS TO RELOCATE

CIPMS - CLASSIFICATION AND COMPENSATION OBJECTIVES

- SIMPLE CLASSIFICATION
- MARKET SENSITIVE PAY
- MANAGERS RESPONSIBLE & ACCOUNTABLE
- BUDGET DRIVEN COST CONTROL
- DELEGATED CLASSIFICATION AUTHORITY
- STANDARDIZED CAREER RATES
- EXAMINE PAY BANDS

EXAMPLE OF PAY BANDS AND CAREER LADDERS

CURRENT SYSTEM	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18
GS/GM																		
PROFESSIONAL	TRAINEE				ENTRY/INTERMEDIATE				FULL PERFORMANCE				SENIOR		EXECUTIVE			
MANAGERIAL	NOT APPLICABLE											SENIOR		EXECUTIVE				
ADMINISTRATIVE	STUDENT TRAINEE				ENTRY/INTERMEDIATE				FULL PERFORMANCE				SENIOR		EXECUTIVE			
TECHNICAL SPECIALTIES	ENTRY				FULL PERFORMANCE				SENIOR		EXPERT							
CLERICAL	ENTRY/FULL PERFORMANCE				SENIOR													

CIPMS - CLASSIFICATION

- RETAIN 18 GRADES AND MOST OPM SERIES
- RETAIN GRADES, SERIES & OPM STANDARDS FOR TRADES AND CRAFTS
- ADOPT NSA PRIMARY STANDARD FOR GS
- CAREER PATHS/GRADE BANDS PROPOSAL
- OCCUPATIONAL GUIDES
- DUAL CAREER TRACKS
- RANK-IN-PERSON
- LIMITED SCOPE APPEALS
- GENERIC POSITION DESCRIPTIONS

CIPMS MANAGE TO BUDGET CONCEPT

- PERSONNEL COSTS CONTROLLED BY DOLLARS
- TOTAL PERSONNEL BUDGET MANAGED IN LINE CHAIN
- GAIN SHARING PLAN TO ENHANCE EFFICIENCY
- PERFORMANCE CONTRACT

MANAGE TO BUDGET TEST CONTROLS

- CIVILIAN PAY CEILING
- CIVILIAN PAY BUDGET
- MANPOWER AND STAFFING PLAN
- OVERSIGHT BY SERVICE HQ

CIPMS PERFORMANCE MANAGEMENT OBJECTIVES

- MAXIMIZE COMMUNICATION
- MINIMIZE PAPERWORK
- PAY FOR PERFORMANCE
- FAIR AND PROMPT REWARDS & SANCTIONS

CIPMS - PERFORMANCE MANAGEMENT

- BASIC SYSTEMS MAINTAINED
- GM PAY SCHEDULE AND PMRS ELIMINATED
- MORE FLEXIBILITY, MORE CONTROL OF SYSTEM BY MANAGERS
- MORE MANAGERIAL ACCOUNTABILITY
- GREATER LINKAGE TO OTHER PERSONNEL ACTIONS
- MORE STANDARDIZATION AND MODEL PLANS
- SIMPLICITY
- WITHIN GRADE INCREASES - OPTION

CIPMS - HONORARY AWARDS

- ESTABLISHMENT OF NEW HONORARY AWARDS
- PARALLELS MILITARY AWARD SYSTEM
- INSTILL VALUE

CIPMS - SPECIAL TERMINATION AUTHORITY

- USED INFREQUENTLY
- DEPT SECRETARY FINAL DECIDING OFFICIAL
- SEC DEF FINAL APPEAL AUTHORITY
- PROCEDURES
 - WRITTEN PROPOSAL
 - REPLY - 30 DAYS
 - HEARING
 - WRITTEN DECISION
 - SEC DEF APPEAL
 - RIGHT TO REPRESENTATION
- CONGRESSIONAL NOTIFICATION REQUIRED

CIPMS - CHALLENGES & CONCERNS

- EMPLOYEE COVERAGE
- CONSISTENCY IN DEPARTMENT IMPLEMENTATION
- RATE OF GROWTH
- INTEGRATION OF DOD INTELLIGENCE PERSONNEL MANAGEMENT PROGRAMS
 - INTERNS
 - EXECUTIVE DEVELOPMENT
- MOBILITY
- COST IN - VALUE OUT

POTENTIAL FOR FUTURE LEGISLATION

- CODIFICATION OF EXCEPTION TO FEDERAL LABOR RELATIONS STATUTE
- LIBERALIZE TRAINING REQUIREMENTS
- EXCLUSION FROM PROVIDING PERSONNEL DATA OUTSIDE DOD
- FLEXIBILITY IN MANAGING END-STRENGTH
- DOD INTELLIGENCE SENIOR EXECUTIVE SERVICE



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