# AGREEMENT FOR THE MOVEMENT OF PERSONNEL BETWEEN THE CIVIL SERVICE SYSTEM AND THE DEFENSE CIVILIAN INTELLIGENCE PERSONNEL SYSTEM (DCIPS) IN THE DEPARTMENT OF DEFENSE

In accordance with the authority provided in 5 CFR 6.7 and pursuant to the following agreement with the Department of Defense (DoD), employees serving in the Defense Civilian Intelligence Personnel System (DCIPS) in the Defense Security Service (DSS) and in the Military Departments (Army, Navy (which includes the Marine Corps), and Air Force) may be appointed to positions in the competitive civil service. Likewise, employees serving in positions in the competitive civil service may be appointed to positions under DCIPS in DSS and the military departments, subject to the following conditions:

1. **Type of appointment held before movement.**

Employees of DCIPS must be currently serving in continuing positions under permanent excepted appointments in DSS or in a military department or have been involuntarily separated from such appointments without personal cause within the preceding year. Employees in the competitive civil service must be or have been serving in continuing positions under career-conditional or career appointments.

2. **Qualifications requirements.**

Employees of DCIPS must meet the qualifications standards and requirements for the competitive service positions to which they may be appointed in accordance with OPM established regulations for transfer of employees within the competitive civil service. Employees in the competitive service must meet the regular standards and requirements established by DSS or the Military Departments for appointment to DCIPS positions.

3. **Length of service requirement.**

DCIPS employees must have served continuously for at least 1 year in DCIPS positions in DSS or the Military Departments before they may be appointed to positions in the competitive civil service under the authority of this agreement. Employees in the competitive civil service must have completed the 1-year probationary period required in connection with their career or career-conditional appointments in the competitive service before they may be appointed to positions is DCIPS under the authority of this agreement.

4. **Selection.**

DCIPS employees in DSS or in a Military Department may be considered for appointment to positions in the competitive civil service in the same manner that employees of the competitive service are considered for transfer to such positions. Employees in the

competitive service are given similar consideration for DCIPS positions consistent with DSS or the Military Departments' policies covering other internal candidates.

5. **Type of appointment granted after movement.**

DCIPS employees who are appointed to competitive service positions under the terms of this agreement will have career or career-conditional appointments, depending upon whether they meet the 3-year service requirement for career tenure. The service which commences with a permanent DCIPS appointment will be accepted toward meeting the competitive service requirement. Employees of the competitive service who are appointed to DCIPS positions under the terms of this agreement will receive excepted service appointments.

6. **Probationary and trial periods.**

Employees appointed under this agreement, who have previously completed a probationary or trial period, will not be required to serve a new probationary or trial period. Employees receiving an initial appointment to a supervisory and/or managerial position will serve a probationary period as prescribed by the agency.

7. **Status.**

DCIPS employees who are appointed in the competitive civil service under the terms of this agreement will receive competitive civil service status upon appointment. Thereafter, such employees will be entitled to the benefits and privileges provided by the civil service rules and by OPM's regulations and instructions for persons having competitive civil service status. Employees of the competitive civil service who are appointed to positions with DCIPS under the terms of this agreement will receive the benefits and privileges that are normally provided to persons who initially receive DCIPS excepted service appointments.

8. **Effective Date.**

This agreement becomes effective upon signature of both parties. The agreement may be modified only with the mutual consent of DoD and OPM.

9. **Ending Date.**

This agreement is extended through September 30, 2009, unless terminated by mutual agreement. OPM reserves the right to terminate the agreement if it determines the conditions for continuation are not longer met.

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