

Congress of the United States
Washington, DC 20515

March 20, 2009

The Honorable Robert Gates
Secretary of Defense
3E880 The Pentagon
Washington, DC 20301

The Honorable Dennis C. Blair
Director of National Intelligence
Office of the Director of National Intelligence
Washington, DC 20511

Dear Secretary Gates and Director Blair:

We are writing to urge you to suspend implementation of the ~~Defense-Civilian Intelligence Personnel System (DCIPS)~~ and include this program in the Administration's review of the National Security Personnel System (NSPS).

We have consistently expressed concerns about the implementation of pay-for-performance systems, which would impose wholesale changes to the current federal employee system. We are deeply concerned that these systems undermine collaboration, lack transparency, do not ensure fairness, and may have an adverse impact on minorities. The implementation of these systems has caused widespread distrust and anxiety across the federal government and, in particular, among Intelligence Community employees. We note with some alarm that human resources personnel and supervisors in converting units have not received adequate training for conversions planned within the next six months.

During the campaign, President Obama indicated that he would consider either a repeal or complete overhaul of pay-for-performance systems in the Department of Defense (DOD), and this week, DOD and the Office of Personnel Management (OPM) announced that it would suspend further implementation of NSPS, pending review of this system. This review may take some time, and until it is complete, the implementation of such pay-for-performance systems like DCIPS would be premature.

We hope that you would suspend implementation of DCIPS until the Administration and Congress can properly address the future of the intelligence community's personnel systems.

We request a prompt response to this letter.

Sincerely,



Silvestre Reyes
Chairman
House Permanent Select Committee
on Intelligence



Ike Skelton
Chairman
House Armed Services Committee