

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

In accordance with the authority provided in part 6.7 of title 5, Code of Federal Regulations, and pursuant to the following agreement with the Department of War (DoW), employees serving in the Defense Civilian Intelligence Personnel System (DCIPS) in the:

- Defense Counterintelligence and Security Agency (DCS) formerly the Defense Security Service (DSS);
- National Reconnaissance Office (NRO);
- DCSA Consolidated Adjudication Services (CAS), formerly the Department of Defense Consolidated Adjudication Facility (DoD CAF);
- Office of the Secretary of War (OSW); and
- Military Departments (Army, Navy (which includes the Marines), and Air Force (which includes the Space Force));

Hereafter referred to as the DoW Components of the Agreement, may be appointed to positions in the competitive civil service, in and among the DoW Components of the Agreement.

Likewise, employees serving in positions in the competitive civil service may be appointed to positions under DCIPS, in the DoW Components of the Agreement, subject to the following conditions:

**1. Coverage**

Coverage of this agreement extends to DCIPS employees and positions in pay plan GG, in the DoW Components of the Agreement, and to competitive service employees and positions in the General Schedule or equivalent in the DoW Components of the Agreement. Coverage does not extend to senior executive or senior professional positions in either DCIPS or the competitive service, or to any employees or positions outside of the DoW Components of the Agreement.

**2. Type of Appointment Held Before Movement**

DCIPS employees must be currently serving in continuing positions under permanent excepted appointments in the DoW Components of the Agreement or have been involuntarily separated from such appointments without personal cause, within the preceding year. Employees in the competitive civil service must currently be or have been serving in continuing positions under career or career-conditional appointments.

**3. Qualification Requirements**

DCIPS employees in the DoW Components of the Agreement must meet the qualification standards and requirements for the competitive civil service positions for which they may be appointed in accordance with the Office of Personnel Management (OPM) established regulations for transfer of employees within the competitive civil service.

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

Employees in the competitive civil service must meet the regular standards and requirements established by the DoW Components of the Agreement for appointment to DCIPS positions.

**4. Length of Service Requirement**

DCIPS employees must have served continuously for at least one year in DCIPS positions in DoW Components of the Agreement 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 probationary period required in connection with their career or career-conditional appointments in the competitive civil service before they may be appointed to positions in DCIPS under the authority of this agreement.

**5. Selection**

DCIPS employees in the DoW Components of the Agreement may be considered for appointment to positions in the competitive civil service in the DoW Components of the Agreement in the same manner that employees of the competitive civil service are considered for transfer to such positions. Employees in the competitive civil service are given similar consideration for DCIPS positions consistent with the policies of the DoW Components of the Agreement covering internal candidates.

**6. Types of Appointment Granted After Movement**

DCIPS employees appointed to competitive civil service positions under the terms of this agreement will have career or career-conditional appointments depending on 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 civil service requirement. Competitive civil service employees appointed to DCIPS positions under the terms of this agreement will receive excepted service positions.

**7. 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 DoW Components of the Agreement.

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

**8. Status**

DCIPS employees 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 service status. Competitive civil service employees who are appointed to DCIPS positions 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.

**9. Effective Date**

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

**10. Ending Date**

This agreement is extended through September 30, 2029, beginning on the effective date of approval by the OPM Director, unless terminated by mutual agreement. OPM reserves the right to initiate termination of the agreement, in writing, if it determines the conditions for continuation are no longer met.



---

Scott Kupor  
Director  
U.S. Office of Personnel Management

December 30, 2025  
Date



Michael A. Cogar  
Deputy Assistant Secretary of War  
Civilian Personnel Policy