

**2 AUGUST 1993**



**Personnel**

**CIVILIAN INTELLIGENCE PERSONNEL  
MANAGEMENT SYSTEM**

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OPR: HQ USAF/DPCR  
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1. The Air Force depends on a superior work force to gather and process intelligence information for fulfilling its mission in support of national defense, national security, and national objectives. This directive establishes Air Force policy for recruiting, developing, and retaining a quality civilian intelligence work force.
2. The Air Force will recruit, develop, and retain qualified intelligence personnel through flexible, simplified personnel management procedures.
3. The Air Force will involve intelligence functional management in the Civilian Intelligence Personnel Management System (CIPMS) at all levels.
4. The Air Force will use CIPMS compensation provisions of classification, recruitment incentives, and performance recognition to establish varied and competitive compensation options for its employees.
5. This directive establishes the following responsibilities and authorities:
  - 5.1. The Assistant Secretary of the Air Force for Manpower, Reserve Affairs, Installations and Environment (SAF/MI) is responsible for civilian personnel policy matters as described in Air Force Policy Directive 90-1, *Strategic Planning and Policy Formulation*, paragraph 1.5.2. SAF/MI approval is required before this document is changed, reissued, or rescinded.
  - 5.2. The Deputy Chief of Staff, Personnel (HQ USAF/DP) develops, coordinates, and executes personnel policy and approves essential procedural guidance for management of the CIPMS.
  - 5.3. The Air Force Director of Civilian Personnel (HQ USAF/DPC) provides policy guidance, direction, and leadership for CIPMS personnel matters.
  - 5.4. The Assistant Chief of Staff, Intelligence (ACS/I) provides policy guidance, direction, and leadership for functional issues related to CIPMS.

5.5. Both HQ USAF/DPC and ACS/I coordinate on all policy issuances, instructions, and standards for CIPMS.

6. This policy applies to all civilian employees within commands and activities that have a primary intelligence mission and to those who perform intelligence or intelligence related work in nonintelligence commands and activities. Employees who provide direct support to intelligence functions and who are in nonintelligence commands or activities may be covered on a case-by-case basis.

**NOTE:**

Law enforcement officials are not included. Senior Intelligence Executive Service employees and Senior Intelligence Professional employees are included and managed consistent with Air Force policy for Senior Executive Service (SES) and Scientific and Professional (ST) employees as stated in AFPD 36-9, *Senior Executive Resource Management*.

7. This directive implements Title 10, United States Code, Section 1590; DoD Directive 1400.34, *DoD Civilian Intelligence Personnel Management System (CIPMS)*, December 15, 1988, with Change 1; DoD Manual 1400.34-M, *DoD Civilian Intelligence Personnel Management System (CIPMS) Policies*, August 1989 with Change 1.

8. This policy interfaces with the following: AFI 36-1101, *Civilian Intelligence Personnel Management Systems (CIPMS)* (formerly AFR 40-9); other Air Force Civilian Personnel 36-series directives not included within the authorities of Public Law 99-569; and applicable portions of the Federal Personnel Manual. Unless otherwise specified or changed in this directive and AFI 36-1101, personnel policies and procedures established by Air Force, DoD, and the Office of Personnel Management apply to CIPMS.

9. See [Attachment 1](#) for measures used to comply with this policy.

BILLY J. BOLES, Lt General, USAF  
DCS/Personnel

Attachment 1

MEASURING AND DISPLAYING COMPLIANCE WITH POLICY

**A1.1.** Compliance with CIPMS policy will be assessed by measuring the crossflow of civilian intelligence personnel between Air Force and segments of the labor market. Public Law 99-569 was established to increase the comparability of civilian personnel management systems throughout the Federal intelligence community. Measurements will help determine the amount of healthy crossflow of personnel between agencies. Measurement will be done by HQ USAF/DPC and reported to HQ USAF/DP and HQ USAF/IN. The measurement charts will display the cumulative total of gains and losses.

A1.1.1. Net CIPMS crossflow with Central Intelligence Agency (CIA), National Security Agency (NSA), and other DoD components will be measured by comparing net gains and losses of CIPMS employees between these agencies to previous years' net gains and losses (**Figure A1.1.**) The metric is cumulative.

A1.1.2. Net CIPMS crossflow with other Federal agencies will be measured by comparing the net gains and losses of CIPMS employees with other Federal agencies to previous years' net gains and losses (**Attachment 1**). The metric is cumulative.

A1.1.3. Net CIPMS crossflow with non-Federal employers will be measured by comparing the net gains and losses of CIPMS employees with non-Federal employers to previous years' net gains and losses (**Figure A1.3.**). The metric is cumulative.

**Figure A1.1. Sample Metric of Net CIPMS Crossflow With CIA, NSA, & Other DoD.**

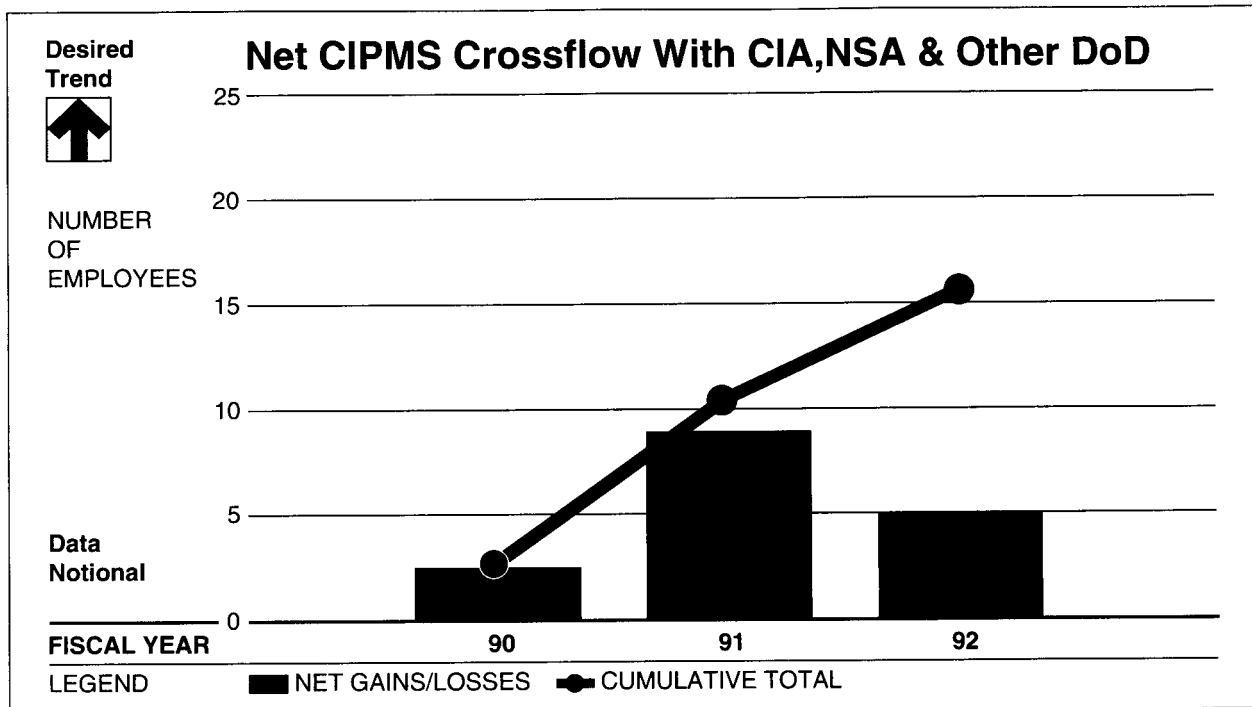


Figure A1.2. Sample Metric of Net CIPMS Crossflow With Other Agencies.

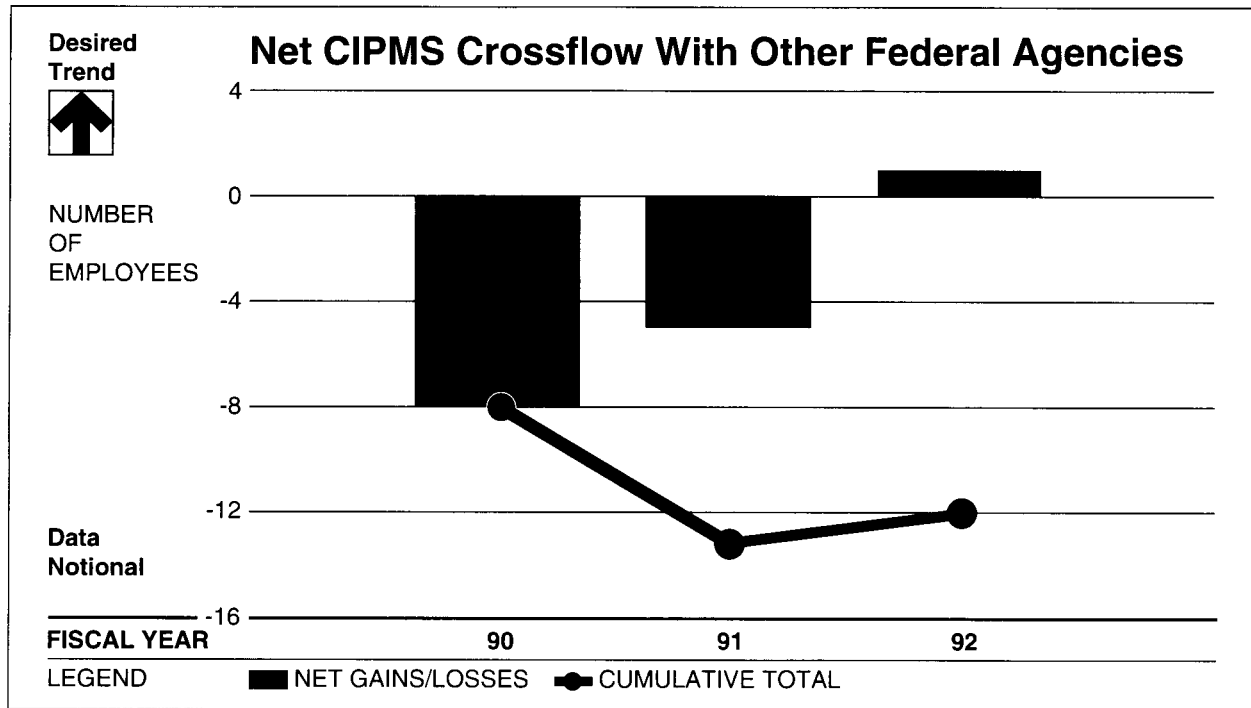


Figure A1.3. Sample Metric of Net CIPMS Crossflow With Non-Federal Employers.

