



DIRECTOR OF CENTRAL INTELLIGENCE DIRECTIVE 3/21¹

THE COMMUNITY PERSONNEL COORDINATING COMMITTEE

Effective 1 June 1992

Pursuant to the provisions of Section 102 of the National Security Act of 1947 and Executive Order 12333, the Community Personnel Coordinating Committee (CPCC) is hereby established.

1. Mission

The Committee will advise and assist the Director of Central Intelligence (DCI) in the discharge of his duties and responsibilities with respect to human resource management functions within the Intelligence Community.

2. Functions

Under the general guidance of the Community Management Staff, the Committee:

- a. Identifies and reviews selected personnel management policies and proposals from Intelligence Community agencies, particularly in the areas of recruitment, training, career development, compensation, benefits, equal employment opportunity, and retirement/separation; coordinates related programmatic initiatives; and recommends individual Agency/Community initiatives to the

DCI for concurrence before submission to Congress.

(While each agency will continue to be responsible for coordinating its legislative proposals with the appropriate approving organizations (such as DoD and OMB), all submissions will refer to the IC CPCC review and should be submitted to the DCI Office of Congressional Affairs for inclusions in the Intelligence Authorization legislation or other suitable vehicle for consideration at the appropriate legislative session.)

- b. Establishes and oversees subcommittees and working groups to carry out detailed portions of the CPCC's mission.
- c. Advises the DCI on personnel management-related matters and keeps the DCI apprised of Committee activities.
- d. Reports significant personnel issues, requiring further guidance, to the National Foreign Intelligence Council twice yearly.

3. Intelligence Community Responsibilities

On request from the CPCC Chairman, CPCC members will provide information pertinent to the Committee's mission and functions. The CPCC will provide support to and receive advice and recommendations for action from Intelligence Community entities as appropriate.

4. Composition and Organization

A member of the Community Management Staff will serve as the Chairman of the CPCC. The members of the Committee will be the Directors of Personnel (or functional equivalent) from the Central Intelligence Agency, National Security Agency, Defense Intelligence Agency, Office of the Secretary of Defense, Federal Bureau of Investigation, and the State Department's Bureau of

Intelligence and Research.

The Community Management Staff will provide an Executive Secretariat.

Footnotes

¹This directive supersedes DCID 3/21, effective 29 August 1990.

Source: CIA Hardcopy
Approved for Release: May 2002
MORI DocID: 769988
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