



Instruction

Defense Intelligence Agency

DEFENSE INTELLIGENCE AGENCY
WASHINGTON, DC 20340-5100

DIAI 1426.001
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OPR:

Employee/Management Relations and Conduct

(b)(3):10
USC 424

REFERENCES:

- (a) DIAM 22-23, Civilian Personnel Administration, Subchapter 1, Employee/Management Relations and Conduct, 10 January 2003. (canceled)
- (b) Title 5 United States Code, Chapter 75, Adverse Actions.
- (c) Title 10 United States Code, Chapter 83, Civilian Defense Intelligence Employees.

1. PURPOSE

- 1.1. Replaces reference (a).
- 1.2. Implements references (b) and (c).
- 1.3. This instruction is applicable to all Defense Intelligence Agency (DIA) civilian employees except for foreign national employees, experts, consultants, nonappropriated fund. Defense Intelligence Senior Executive Service (DISES) and Defense Intelligence Senior Level (DISL) members are not covered by the provisions of this instruction.

2. DEFINITIONS

- 2.1. Adverse action—suspension for more than 14 calendar days, reduction in grade or pay, furlough for 30 days or less, and removal.
- 2.2. Covered employees—employees who have completed their trial period.
- 2.3. Days—all days referred to in this instruction are calendar days.
- 2.4. Disciplinary action—reprimand or suspension for 14 calendar days or less.
- 2.5. Performance based action—action taken when an employee demonstrates a lack of the knowledge, skill, or ability to perform at a satisfactory level.

