

# Employment & Compensation Line of Business

## Key Partnerships

OPM/DoD Senior Leadership  
 Office of Personnel Management  
 Department of Labor  
 Department of State  
 Department of Veterans Affairs  
 General Services Administration  
 Government Accountability Office  
 DoD Functional Communities  
 DoD HR Component, Agencies, and Activities  
 Military Community and Family Policy  
 Defense Management Data Center  
 Defense Travel Management Office  
 DoD IT/Website Support Partners

## Key Activities

Develop, Implement, and monitor DoD civilian human resources policies and programs across the world.

Provide leadership and field advisory services to the HR community in the areas of staffing, compensation and classification, expeditionary civilians, and civilian transition.

Organize and conduct recruitment and outreach activities.

Provide training to the human resources community

Leverage WWHRTE 25<sup>th</sup> Anniversary to advance key activities

## Value Propositions

From classification and compensation policy to recruitment strategies and civilian transitions, we help DoD Components meet their staffing goals in ways that provide consistency and equity across the DoD civilian workforce.

We lead initiatives to innovate, develop, and implement programs and authorities to improve the ability of the HR community to meet and serve the Department's mission to improve lethality.

We facilitate development of innovative solutions to staffing and compensation challenges through legislation and/or seek authority from the Office of Personnel Management.

## Customer Relationships

Our experts collaborate with DoD Senior Leadership and Federal Agencies to establish policy best practices.

Our experts maintain respected relationships with counterparts in the HR communities.

Our experts engage directly with DoD civilian employees to provide specific guidance.

Our staff work with component counterparts to host recruitment activities and provide advice and guidance to job seekers.

## Customer Segments

DoD civilian employees

OSD Leadership

DoD Component, Defense Agency and Activity Offices responsible for employment and compensation

Functional Communities

OPM/OMB

Congressional Staffers

Health Affairs, Cyber, Intel, NAF, Acquisitions, Comptroller and STRLs

The public, e.g., transitioning military members, veterans, military spouses, and college

## Key Resources

Highly trained, subject matter experts

Website and social media platforms

## Channels

Interactive communications with HR community counterparts throughout the Department.

Public and Federal customers rely on our website and social media presence for information and guidance.

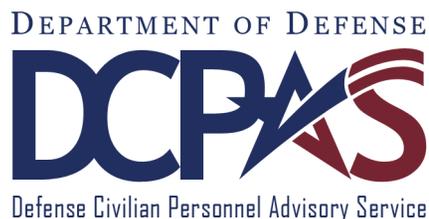
## Customer Demonstration of Value

High demand for advisory services, policy development, workforce shaping, interface support with other Federal agencies, strategic recruitment assistance, travel regulations, overseas allowances and benefits, adjudication of FLSA and classification appeals, and legislative initiative development/support.

**Hong Miller, Director**

Melissa LaLonde, Bobby Winn and Karen Hannah, Associate Directors

Eva Askins, Acting Associate Director



# Staff

## Employment and Compensation

**HONG MILLER, DIRECTOR**

BOBBY WINN, ASSOCIATE DIRECTOR

KAREN HANNAH, ASSOCIATE DIRECTOR

MELISSA LALONDE, ASSOCIATE DIRECTOR

EVA ASKINS, ACTING ASSOCIATE DIRECTOR

COMPENSATION TEAM LEADS	STAFFING PROGRAMS	CIVILIAN TRANSITION PROGRAMS	RECRUITMENT PROGRAMS
THOMAS BUSTARD ERIC CLAYTON CHRISTOPHER LYNCH	LAURA TERRES ONYINYE AGWUNA EVA ASKINS	KEIA PENMAN SHEILA AHNER JOHN BRITTON	ALBERTINA "TINA" JAMES VERNITA ANDERSON-MANNING JIMMY CLARK
<b>PAY AND LEAVE</b>	MARGARET BANKSTON	KATHLEEN CHILDERS	BRUCE S. BIXBY
DENISE BOERUM JEWEL COLE KATHRYN DIEBLER BARBARA ESPOSITO JENELLE GRIER REBA NEAL ALLISON SHROEDER MAYRA SOTA-CUBILOS MARTIN WADE	SUKEENA BLAIR CHERYL CARROLL JEANNIE EDSON JANET GRUBBS LAVORIS MINOR THORTA NOBLE EDITH OLSON Mr DJ REED STEVEN TRAN	GENEVA DAVIS JOHN DAXON IMELDA (MEL) DAYAO-GARCIA ROSARIO DIAZ CYNTHIA DOSSETT MONICA GRANT-GAGE BEVERLY GREENE SHERYL (GWEN) HARRISON KELLY HUGHES	JOSEPH CAMPBELL BRENT REDMON
<b>CLASSIFICATION</b>		KIM HUTTNER	
LINDA KAZINETZ S. MONTEIRO-TUCKSON ROBERT NICHOLS TARLON STEWART		LYNN MUMFORD AQUILA STEWART CAROLYN WALTON	