

Defense Civilian Personnel Advisory Service



*DASD (CPP)
 Anita Blair

*Director, DHRA
 Bill Booth



Senior Strategic Advisors
 Greg Price
 Deb Ray
 Karida Palmer
 Berthina Jamison

*Director, DCPAS
 Michelle LoweSolis

Chief of Staff
 Justin "JK" Kinnaman

Technical Director
 Jeff Nelson

*Deputy Director, DCPAS
 Daniel Hester

Executive Officer
 Todd Charette

Issuances – Rose Jimenez
 SACO – Mike Zarlenga
 SACO – Courtney Weiler
 EA – Delenia Gianforti

Lines of Business

Special Offices



Associate Directors
 Colleen Dumas
 Darby Wiler

Associate Directors
 Aquila Stewart
 Bobby Winn
 Melissa Lalonde
 Desiree Seifert

Associate Directors
 Itzel Santana
 Karl Fendt

Associate Directors
 Tim Fennell
 Jimmie Vaughn

Associate Directors
 Loretta Washington
 Laura Stanley

- Manage Executive Performance Appraisal Tool
- Manage Defense Talent Mgmt System
- Executive Mgmt Training
- Develops Policies for Executive Performance Mgmt, Talent Management, Executive development
- Executive Advisory Svcs

- Develop, integrate, modernize, sustain HRIS
- Oversight of CHRM-IT
- Assist in Design/Deploy of IT Systems
- Oversee DCPAS Website

- Financial Ops
- Contract Execution
- Personnel Mgmt
- Workforce Policies
- Awards Boards
- Workforce Talent Development
- Facilities/Space Mgmt
- Ratings Scheme
- Alert Roster
- MOAs

- Civilian Expeditionary Policy
- Oversee Force Pool Requirements
- Coordinates SES deployment Requirements
- GFM Advisor/Planner
- Sourcing Advisor

- Program Evaluation & Accountability
- Competency Assessment
- Workforce Forecasting
- Planning & Shaping
- Human Capital Framework
- HR Functional Community Management

- Strategic Recruitment
- Veteran Programs
- Fellows/Students
- Transition Programs
- Staffing
- Hiring Authorities
- Compensation
- Overseas Allowances
- Classification
- Civilian Deployment

- Federal Insurance Programs
- Federal Retirement Programs
- Injury Compensation
- NAF HR Policy
- Special Salary Rates
- Unemployment Compensation
- Wage Surveys
- Work Life Programs

- Chief Learning Officer
- Center for Talent Development
- Leadership Development
- Coaching/Mentoring
- Employee Engagement/FEVS
- Broadening Opportunities
- Free/Reduced Cost Courses
- Employee Career Maps
- Individual/Org. Assessments
- EMTC – Southbridge

- Labor Relations
- Employee Relations
- Recognition and Awards
- Performance Management
- Workplace Violence
- Suitability