

DEPARTMENT OF WAR FISCAL YEAR 2026

HUMAN CAPITAL MANANAGEMENT EVALUATION SCHEDULE

Evaluation Dates	Evaluation	Agency/Component	Human Capital Framework System(s)	Points of Contact
FIRST QUARTER FY2026				
1 October 2025- 31 March 2026	4 th Estate Washington Headquarters Services (WHS)	WHS-led <i>DCPAS Observation</i>	Human Capital Management Evaluation <i>Evaluation Systems</i>	Arliche Sneed (arliche.l.sneed.civ@mail.mil) WHS HRD Mailbox (whs.mc-alex.hrd.mbx.hr-human-capital-and-governance@mail.mil)
1 October 2025- 31 March 2026	4 th Estate Washington Headquarters Services (WHS)	WHS-led <i>DCPAS Observation</i>	Delegated Examining Review DEU Expiration: March 31, 2027 <i>FY26 compliance has been met</i>	Arliche Sneed (arliche.l.sneed.civ@mail.mil) WHS HRD Mailbox (whs.mc-alex.hrd.mbx.hr-human-capital-and-governance@mail.mil)
1 October 2025 – 30 September 2026	4 th Estate Defense Finance and Accounting Service (DFAS)	DFAS-led <i>DCPAS Observation</i>	Human Capital Management Evaluation <i>Evaluation System Talent Management</i>	Angela Becker (angela.l.becker4.civ@mail.mil) Michael Lane (michael.b.lane.civ@mail.mil) Sean Chambers (sean.m.chambers6.civ@mail.mil)
1 December 2025-1 March 2026	4 th Estate Defense Logistics Agency (DLA) Human Resources Services (HRS) DoD Customers	DLA-led <i>DCPAS Observation</i>	Human Capital Management Evaluation+ Delegated Examining (DE) Review <i>Performance Culture</i> Interim DEU Expiration: August 1, 2026	Consondra Christopher-Davis (Consondra.Y.Christopher-Davis@dla.mil) Halawna Johnson (halawna.1.johnson@dla.mil) Pamela Lott (pamela.lott@dla.mil)

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SECOND QUARTER FY2026

1 January - 31 July 2026	4 th Estate DoDEA	DoDEA-led DCPAS Observation	Human Capital Management Evaluation <i>Strategic Planning and Alignment</i> <i>Talent Management</i>	Jennifer Eybl (jennifer.eybl@dodea.edu) Venus Terzella (venus.terzella@dodea.edu)
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THIRD QUARTER FY2026

May 2026	Air Force Location TBD	Air Force-led DCPAS Observation	Human Capital Management Evaluation <i>Performance Culture</i>	Lara Ray (Lara.ray.2@us.af.mil) Ronald Joseph (Ronald.joseph.2@us.af.mil) Stephanie Fallarme-Dove (stephanie.fallarme-dove@us.af.mil)
1 May – 30 June 2026	4 th Estate Defense Information Systems Agency (DISA)	DCPAS-led	Performance Culture <i>Talent Management</i>	Chris Bae (chris.m.bae.civ@mail.mil) Angelica Montano (angelica.montano3.civ@mail.mil)
1 May – 30 June 2026	Navy OCHR Center of Excellence (COE) OCHR Philadelphia	Navy-led DCPAS Observation	Delegated Examining (DE) Review DEU Expiration: September 30, 2026	Kaelynn Kurtz (kaelynn.kurtz@navy.mil) Rolda Gaines (rolda.n.gaines.civ@us.navy.mil) Carla Bryant (carla.s.bryant.ctr@us.navy.mil) Khiante Dorsey (khiante.d.dorsey.civ@us.navy.mil) OCHR Assessment Group Box (ochrassessments@us.navy.mil)
July 2026	Air Force Location TBD	Air Force-led DCPAS Observation	Human Capital Management Evaluation <i>Performance Culture</i>	Lara Ray (Lara.ray.2@us.af.mil) Ronald Joseph (Ronald.joseph.2@us.af.mil) Stephanie Fallarme-Dove (stephanie.fallarme-dove@us.af.mil)

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June 2026	Air Force Air Force Materiel Command (AFMC)	Air Force-led DCPAS Observation	Delegated Examining (DE) Review DEU Expiration: December 31, 2026	Toni Callender (Toni.callender@us.af.mil) Stephanie Fallarme-Dove (stephanie.fallarme-dove@us.af.mil) Lara Ray (Lara.ray.2@us.af.mil)
June 2026	Air Force Air Force Personnel Center (AFPC)	Air Force-led DCPAS Observation	Delegated Examining (DE) Review DEU Expiration: December 31, 2026	Toni Callender (Toni.callender@us.af.mil) Stephanie Fallarme-Dove (stephanie.fallarme-dove@us.af.mil) Lara Ray (Lara.ray.2@us.af.mil)
1 April – 30 June 2026	4 th Estate Defense Contract Management Agency (DCMA) HQ- Fort Lee, VA	DCMA-led DCPAS Observation	Human Capital Management Evaluation <i>Strategic Planning and Alignment</i> <i>Performance Culture</i>	Carl Faison (carl.j.faison.civ@mail.mil) Michele Graham (Michele.a.graham.civ@mail.mil) Donna King (donna.r.king10.civ@mail.mil)
1 April - June 30, 2026	Army Civilian Human Resources Agency (CHRA) Health Services Directorate (HSD)	Army-led DCPAS Observation	Delegated Examining (DE) DEU Expiration: June 30, 2026	Allison Wiley (allison.m.wiley2.civ@army.mil) Frankie Hashagen (frankie.l.hashagen.civ@army.mil)
1 April - June 30, 2026	Army Civilian Human Resources Agency (CHRA) North Central Region (NCR)	Army-led DCPAS Observation	Delegated Examining (DE) DEU Expiration: June 30, 2026	Allison Wiley (allison.m.wiley2.civ@army.mil) Frankie Hashagen (frankie.l.hashagen.civ@army.mil)
1 April - June 30, 2026	Army Wide	Army-led DCPAS Observation	Human Capital Management Evaluation <i>Performance Culture</i>	Allison Wiley (allison.m.wiley2.civ@army.mil) Frankie Hashagen (frankie.l.hashagen.civ@army.mil)
1 May – 30 September 2026	4 th Estate Defense Finance and Accounting Service (DFAS)	DFAS-led DCPAS Observation	Delegated Examining (DE) Review DEU Expiration: March 31, 2027 <i>FY26 compliance has been met</i>	Angela Becker (angela.l.becker4.civ@mail.mil) Erin Frist (erin.e.frist.civ@mail.mil)

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FOURTH QUARTER FY2025				
6 July – 17 July 2026	Overseas Indian and Pacific Oceans (INDOPAC)	Navy-led DCPAS Observation	Human Capital Management Evaluation Study – INDOPAC Classification, Foreign National Labor and Employee Relations, and Staffing and Recruitment	Lacey Odoms (lacey.a.odoms.civ@us.navy.mil) Christina Lhamon (christina.a.lhamon.civ@us.navy.mil) Kaelynn Kurtz (kaelynn.kurtz@navy.mil) Rolda Gaines (rola.n.gaines.civ@us.navy.mil) Carla Bryant (carla.s.bryant.ctr@us.navy.mil) Khianté Dorsey (khianté.d.dorsey.civ@us.navy.mil) OCHR Assessment Group box (ochrassessments@us.navy.mil)
August 2026-30 September 2026	4 th Estate Defense Commissary Agency (DeCA)	DeCA-led DCPAS Observation	Human Capital Management Evaluation <i>Strategic Planning and Alignment</i> <i>Performance Culture</i>	Keith Kamachi (keith.kamachi@deca.mil)
1 July – 30 September 2026	4 th Estate Department of Defense Office of Inspector General (DoD OIG) HQ	DoD OIG-led DCPAS Observation	Human Capital Management Evaluation <i>Talent Management</i>	Kimberly Williams (kimberly.williams@dodig.mil)