



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
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FOR: CIVILIAN PERSONNEL POLICY COUNCIL MEMBERS

FROM: Defense Civilian Personnel Advisory Service, Director, Ms. Michelle LoweSolis

SUBJECT: Human Resources Functional Community Newsletter, July 2021

AUDIENCE: Nonappropriated and Appropriated Fund Employees

ACTION: Disseminate to Department of Defense Human Resource (HR) Practitioners and Hiring Managers

BACKGROUND/INTENT: Attached is the latest bi-monthly issue of the Human Resources Functional Community (HRFC) Newsletter. This edition includes updates on leadership development, information and updates on HR credentialing programs, highlights from the HRFC components, and three employee Spotlights.

Your support is essential to the community-based efforts of the HRFC. We ask for your active engagement as we build a community of HR experts respected as business partners.

POINT OF CONTACT: The HRFC Team by email at dodhra.mc-alex.dcpas.mbx.hr-functional-community-team@mail.mil.

Attachment:
As stated



Ms. Michelle LoweSolis
*Human Resources Functional
 Community Manager*

Message *from the* *Human Resources Functional Community Manager*

Leading People

In our May HRFC newsletter, I described and provided an example of the Executive Core Qualification (ECQ) on Leading Change. If you aspire to be a senior leader, it's essential that you learn about these ECQs...and more importantly, for you to look for opportunities and experiences that will help you gain these competencies. In this newsletter, I'm going to tell you about Leading People.

So what is Leading People? This ECQ involves the ability to lead people toward meeting the organization's vision, mission and goals. Inherent to this ECQ is fostering the development of others, facilitating cooperation and teamwork, and supporting constructive resolution of conflicts. I'd like to share an example of Leading People

that I've had the privilege to witness first-hand in my two years at DCPAS. Believe me, I could share more!

Ms. Taiwana Smith is the Director, Benefits, Wage and NAF Policy at DCPAS and she started seeing various indicators that caused her to do a deep dive in the benefits program area. There were increasing numbers of benefits inquiries involving basic benefits concepts that entry-level benefits advisors should have been able to respond to, or at a minimum, research to obtain the appropriate answers. She worked with Ms. Robin Johnson to review benefits training test scores. Upon review of those scores, she learned that although we had provided benefits training for many years, the post-test scores of class participants did not demonstrate a mastery of many of the basic benefit concepts. Additionally, OPM raised concerns about the number of errors in the Department's retirement packages and that incorrect data was being transmitted to employee retirement records. All of these concerns suggested a significant gap in DoD benefit advisors' proficiency levels and a need to revamp the benefits training program.

As a result, Ms. Smith and Ms. Johnson updated the training curricula, aligned test questions, and developed the DoD EBA Credentialing Program in collaboration with the Services. This took incredible teamwork and conflict management to get a program that the community aspires to. Under their leadership, we now have a basic, intermediate and advanced certification for Benefits Advisors to improve technical proficiency and, as important, invest in our employees' career development. Literally, hundreds of benefits advisors have taken the training and gotten their certification.

But their impact on Leading People doesn't stop there. DCPAS is now implementing credentialing programs in several HR technical areas to include Injury Compensation, Staffing, Labor Relations, Employee Relations and Classification among others. The Injury Compensation Credentialing Program just launched. You'll see some of our first certified Injury Compensation Program Administrators (ICPAs) later in this newsletter. Congratulations to you and our newly certified benefits advisors! And we expect the Staffing and Labor/Employee Relations Level 1 Credentialing Programs to launch in early FY22. So a huge thank you to Taiwana and Robin for leading the way on Leading People!

Finally, as you may know, I'm retiring at the end of this month. I'm extremely pleased to share that Mr. Daniel Hester will be the next DCPAS director beginning 1 August! He has been an extraordinary partner in this area for over two years, and I know that developing the HR workforce will be one of his top priorities. You will see him in this space in the August DCHRMS and the September HRFC newsletters.

Until then take care! ■

Michelle LoweSolis
 Director, Defense Civilian
 Personnel Advisory Services

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Welcome Aboard



Dr. Gina Eckles

*Associate Director, Human Resources Functional Community
DCPAS*

This month we feature an interview with Dr. Gina Eckles, our new Associate Director, Human Resources Functional Community (HRFC). Dr. Eckles joined the DCPAS team on April 26, 2021 and has been non-stop since. Many HRFC initiatives have a steep learning curve and she has navigated them beautifully while simultaneously addressing multiple challenges. Prior to DCPAS, Dr. Eckles served the Secretary of Defense in the Offices of the Under Secretary for Acquisition and Sustainment USD (A&S) as the Senior Human Capital Manager and the Under Secretary of Defense for Acquisition, Technology, and Logistics USD (AT&L) as the Deputy Director, Human Resources. The interview below details some of her professional history, her DoD HR philosophy and thoughts on the HR career field.

Q1. – Dr. Eckles, your new position as Associate Director has wide ranging responsibilities encompassing everything from the DoD HR Credentialing framework, setting priorities for the HR enterprise and technical area strategic human capital planning goals, objectives, and initiatives; integration and DoD leadership support; and promoting advocacy for resource priorities in order to institutionalize effective, enterprise-wide, technical HR credentialing programs. If you had to only choose one aspect of your new role as the one you find most exciting, which would it be?

A1. – Without a doubt, it would be the integrator role. By that I mean the integration of HR priorities and initiatives across the DCPAS Lines of Business (LOB), the DoD Components, and within the Under Secretaries. It's the tying our DCPAS initiatives to the "big" picture i.e. the HCOP, P&R, and DoD strategic objectives and plans. The HRFC is charged with collaboration, communication and socialization of overall HR strategies, initiatives, and programs both horizontally and vertically. To integrate, it's our partnerships that matter most.

Q2. – You've had an amazingly varied career over your 24 years of service and your experience includes everything from your entry to the workforce as an Army intern, stints as a program management analyst, human capital management, manpower, IT policy and governance, budget development and execution, data collection & analysis, Continuous Process Improvement (CPI), to name just a few. How has this broad range of experience contributed to your unique qualifications for your current job?

A2. – Yes, I am a jack of many trades and a master of some! I like a challenge and have most certainly taken on positions that were not my dream job, and some that I could barely spell, but in doing so I have undoubtedly built a robust business acumen and made many connections and political allies across the Department. As a military spouse, sometimes you can't be too choosy in your career options. In fact, after a change in duty station, many times it was a matter of survival just to maintain a federal position. Seriously, I have done a lot and worked with some of the most amazing people, and yes, having a well-rounded resume' and many personal contacts definitely has helped me remain competitive and acquire my present position. It is interesting, I didn't seek HR, HR found me and of all the different skillsets I have picked up in my 24 years, I particularly like the strategic aspect of Human Capital Management and I'm definitely in it for the long haul.

Q3. - Enterprise-wide technical credentialing programs is one of your primary areas of responsibility. Can you share what that means? What role is HR certification going to play in the future of DoD HR? Why is it important for current and future HR professionals?

A3. - Enterprise-wide HR technical credentialing programs are the bedrock initiative for the HRFC. We're developing and promoting a number of HR technical area credentials for the professional development of our HR practitioners. Credentials serve as the documented evidence of expertise, education, training, licensure, experience, or other qualifications. Whether its recruitment, staffing, classification, employee relations, injury compensation, etc., earning a pertinent credential builds both competence and confidence. Our feedback from the HR community tells us our HR practitioners seek experiential based training that provides skills to enhance their job performance. Some important advantages of credentialing include both enhanced recognition, credibility and mobility in the field of DoD Human Resources, and the promotion and acknowledgment of a recognized body of knowledge in a technical field. On a separate note, I would love to develop a DoD Civilian HR Body of Knowledge, a DCHRBoK if you will. Anyhow, I could go on and on, but that is a conversation for another day.

Welcome Aboard Continued

Q4. – I noticed that you are a Lean Six Sigma Black Belt. Isn't Lean Six Sigma process improvement more suitable for a manufacturing environment rather than the type of knowledge work done in HR?

A4. – Its process improvement, right? And to your question there are certainly Edwards Deming purists out there, but I believe Lean Six Sigma (LSS) is applicable to any environment. For me, Lean Six Sigma is a mindset and I'm constantly looking to standardize some of our processes and delivery formats to keep improving efficiency, effectiveness, or to provide a baseline. In LSS you learn to use tools and a methodology to dissect problems, determine what is of value, analyze findings, and in the end provide an optimal solution. In my HRFC role, it is ultimately about optimization of our HR workforce.

Closing Comment: Dr. Eckles this interview has been engaging and thank you for your time.

Closing Response: Absolutely, and thank you for yours, the DCPAS team is amazing and I am beaming with pride to be included among the ranks.

Dr. Eckles holds both a Master's of Science degree in Education & Instructional Technology and a Doctorate degree in Organizational Leadership from the University of Oklahoma in Norman, OK. She is DAWIA Level III certified in both Program Management and Information Technology. She is also a graduate of the Federal Executive Institute and a certified Lean Six Sigma Black Belt. Dr. Eckles is a mother, spouse, an avid flat water kayaker, and a self-proclaimed watershed environmentalist-- she says she pulls a lot of trash from our local waterways. ■

Leadership Development: Defense Civilian Emerging Leaders Program (DCELP)

DCELP is the enterprise DoD leader development program for GS-7 through GS-12 (or equivalent) career civilians in DoD or other Federal Agencies. The program is comprised of a series of 4 one-week in-resident sessions, assessment tools, knowledge transfer activities, participant writing and briefing projects, and individual coaching. The program concentrates on the five terminal learning objectives of Know Self, Express Self, Build Teams, Lead People, and Understand the DoD. ■



Leadership Development: DCELP Mentoring Program Enters Second Year

HR Specialists selected for the most recent Defense Civilian Emerging Leader Program (DCELP), 28 June – 2 September 2021, had the opportunity to participate in our voluntary DCPAS HRFC Mentoring program. Initially created in early 2020, the goal of the DCPAS HRFC Mentoring program is to partner DCELP HR Specialists in their strongest HR technical area with seasoned and senior DCPAS HR professionals to foster engagement and build the HR community. Although students are free to choose their own mentors, fifteen of the twenty-eight HR Specialists in Cohort 13 requested DCPAS HR mentors. This initiative supports our HCOP 22-23 objective of maximizing employee performance as well as creating a mentoring culture within the DoD Human Resources Functional Community. ■

Graduate Highlight: DCELP Graduate Shares Insights



Ms. Joni Foster is a Human Resources Specialist with the Civilian Development Education Program, HQ Air Force Personnel Center at Randolph Air Force Base in San Antonio, Texas. At Randolph she and her team are responsible for the marketing, recruitment, and execution of AF Professional Development, Training, and Education. Ms. Foster is a graduate of DCELP Cohort #11.

Throughout her career, Ms. Foster has utilized many different HR competencies. She has responded to worldwide inquiries regarding personnel actions, programs, and leverages technology to execute and integrate personnel operations supporting commanders, their people, and personnel activities. In 2017, Ms. Foster joined the Air Force as a HR Specialist. However, her career spans 16 plus years in the Air Force as an enlisted personnel specialist overseeing countless personnel programs to include protocol assistant and evaluations/special awards. Her military service also included a deployment to Kuwait and Pakistan in 2003.

We recently interviewed Ms. Foster regarding her experience following participation in a DoD Leader Development program.

Q1 -- Can you share a story about a success you have had during your development program?

A1. -- I am proud to be a Defense Civilian Emerging Leader Program (DCELP) Alumni. DCELP is a DoD program that provides interaction with our sister services as well as civilian employees from various career fields. This allowed me to learn from the challenges and successes that we as civilian employees all experience. A good example of a challenge was the way we had to pivot from an in-person to virtual course during the COVID-19 pandemic. DCELP consists of four seminars. Our first seminar took place in Massachusetts, however, shortly after we arrived Massachusetts went into a state of emergency. We did safely complete our first seminar; however, the remaining 3 seminars were delayed and eventually transitioned to a virtual delivery. Through the 4 seminars I feel I have grown both professional and personally. Often we tend to look outward and focus on what others are doing, be it right or wrong. DCELP training allowed me to look inward and perceive how I appeared to others and how to better be my authentic self.

Q2. -- Which attributes from your professional journey contributed to your selection for DCELP?

A2. -- I believe that by being a self-motivated planner, one who is consistent, productive and proactive, contributed to my selection for the developmental position.

Q3. -- Were there any experiences that were unusual in your career you would like HR professionals to know about?

A3. -- I don't know if I would call any experience unusual; however, looking back on my career thus far I have learned not to believe in coincidence. I believe that my upbringing and how I was groomed during my military career allowed me to keep things simple. I treat others how I would want to be treated in their shoes. Because of this experience, I have been afforded opportunities to gain experience both in and outside of the HR community.

Q4. -- Are there any critical technical competencies needed to succeed in the developmental program?

A4. -- I would say, dependent upon the level of development the program offers, that having observable and measurable skills in qualitative and quantitative analysis can be crucial to a developmental program. In today's ever-changing technology systems and now the teleworking environment, being adaptable and technologically savvy is critical.

Q5. -- Do you think these competencies will be relevant in the future?

A5. -- I believe that technical competencies, such as: data analysis, project management, digital marketing and social media management will be relevant in the future.

Q6. -- Are new competencies going to be needed for the future?

A6. -- I would not be surprised (as the world and technology changes) that new competencies will arise. However, it will be just as important to keep any gained competency as current as possible.

Q7. -- How has the development program changed your career?

A7. -- The DCELP program has allowed me to provide a return on investment back to the Air Force. I have been promoted in my current position and use the knowledge, skills, abilities and experience gained to improve the programs for which I am responsible.

Ms. Foster holds a Bachelors of Business Administration with a concentration in Human Resources Management from the American InterContinental University, Schaumburg, Illinois and a Masters of Business Administration from the University of Incarnate Word, San Antonio, Texas. She also has an Associate's degree in Human Resource Management from the Community College of the Air Force, Maxwell-Gunter, Alabama and a Human Resource Management Level I Certificate from the Graduate School USA. ■

Credentialing Programs on the Horizon

In early 2019, DCPAS launched our HRFC initiative to build credentialing programs for the major HR technical functional areas. Our Director for Benefits, Wage and NAF Policy served as the DCPAS pacesetter and has trained hundreds of HR personnel in our Employee Benefits Advisor (EBA) credentialing programs (Levels I, II, and III) and in our newer Injury Compensation Program Administrator (ICPA) credentialing programs at Level I and II (ICPA Level III is in development). The progress and programs are exciting, but it might beg the question, where are we with our other HR technical areas? Below you will find the status of our Credentialing programs for Classification, Staffing, and Labor and Employee Relations.

Classification Credentialing Programs

Where are we with the classification credentialing program? The short answer is we are finalizing Phase II, competency assessment and validation.

The long answer lays out some of our work to date.

- Classification Competency Model Development – Model development was accomplished in October 2020, under the leadership of two IO psychologists and the expertise of 50+ expert classifiers from across DoD. The Classification model consists of a detailed list of all the competencies necessary to perform classification duties. Each competency is further described with an associated task list.
- Classification Competency Assessment – In March and April 2021, the Defense Competency Assessment Tool (DCAT) was administered to HR practitioners performing classification duties. DCAT is the survey instrument used by the Department to assess a representative sample of a targeted population and in this case, two-thousand (2,000) classifiers. DCAT assists and informs workforce planning by identifying our competency and manpower gaps. In June of 2021 we conducted our post DCAT validation panel and in July (this month) we expect the technical report.
- Classification Curriculum Development – In phase III we will begin curriculum development for Classification Level I. The content includes, but is not limited to: curriculum maps, curriculum design, delivery method analysis, pilot/prototype implementation plan, full implementation plan, and long-term sustainment plan.
- Classification Credentialing Development – For Classification Level I, credentialing development is expected to begin in 1st Quarter, FY22 and full implementation is expected in 4th Quarter, FY22. For Classification Level II, our estimated date for credentialing development is 1st Quarter, FY23 and for Classification Level III the dates are TBD.

Staffing Credentialing Programs

- Our Level I Staffing Credential is farther along than Classification. In fact, the second pilot for our Level I program will take place next month, 23-27 August.
 - Pilot #2 will provide an opportunity to test both the Level I curriculum and the credentialing exam with Department HR staffing practitioners.
 - Upon completion of the pilot the Level I credentialing program will be part of our HRFC course offerings in 1st QTR FY22.
- Curriculum Development for Staffing Levels II & III will be simultaneous and begin 1st Quarter FY22.
- Credential Development for Staffing Levels II & III will also be simultaneous and begin 2nd Quarter FY22.
 - Once complete the DCPAS team will again be looking for HR volunteers to assist us in piloting both of these programs in August or September of 2022.

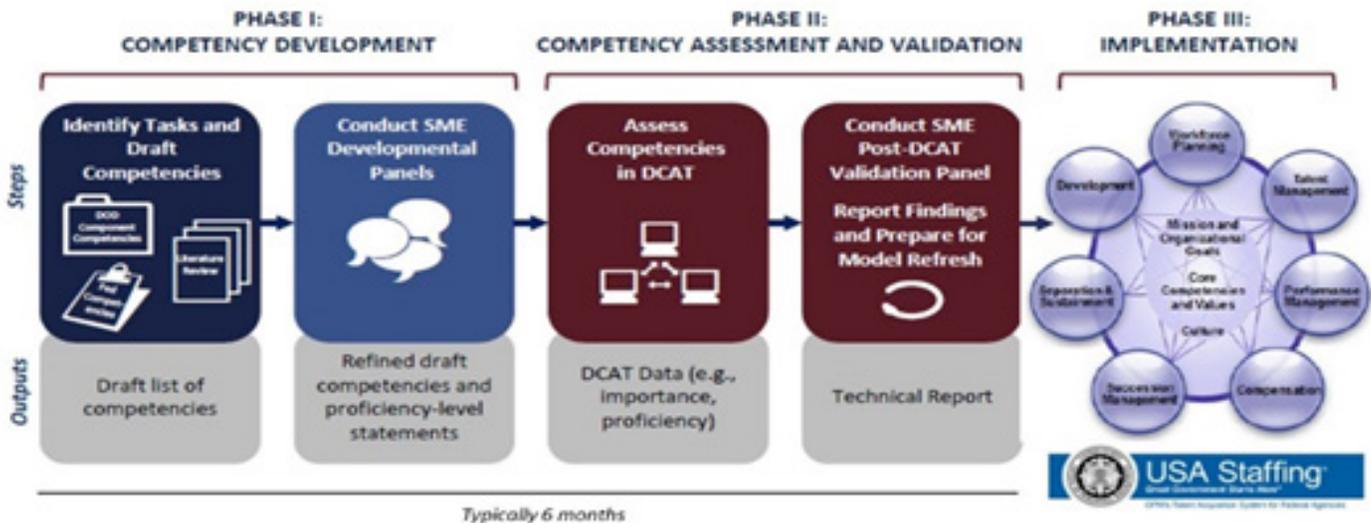


Credentialing Programs on the Horizon Continued

Labor & Employee Relations Credentialing Programs

Our Labor and Employee Relations team made the decision to keep LER combined at Level I and separate for Levels II and III.

- Basic LER Level I
 - Competency model development and validation is complete along with curriculum and credential development.
 - The pilot for Level I will take place next month, 23-27 August.
 - Upon completion of the pilot the Level I credentialing program will be part of our HRFC course offerings in 1st QTR FY22.
- Labor Relations Level II
 - Competency model development and validation is complete.
 - Curriculum and credential development will be complete 4th Quarter, FY21.
- Labor Relations Level III
 - Competency model development and validation is complete.
 - Curriculum and credential development will be complete 3rd Quarter, FY22.
- Employee Relations Level II
 - Competency model development and validation will be complete 4th Quarter, FY21.
- Employee Relations Level III
 - Curriculum and credential development will be complete 3rd Quarter, FY22.



Spotlight: Ms. Heather Shaner



Ms. Heather Shaner is a Human Resources Specialist with Defense Civilian Personnel Advisory Services (DCPAS) currently working on the Strategic Outreach and Recruitment (SOAR) team. She began her federal career as a student trainee in Human Resources at Financial Crimes Enforcement Network (FinCEN) in 2009. While working there as a HR generalist, she was able to gain years of experience in all areas of HR. After leaving FinCEN she moved to the Drug Enforcement Administration (DEA) where she worked on building their Pathways program before coming to DoD. Her diverse experience brought a new perspective to the DCPAS team.

As a HR specialist with DCPAS her focus has been to assist with the recruiting of civilians for DoD by working with a team to build a new brand for DoD civilians that includes a website and social media. Ms. Shaner says, "The work being done for DoD Civilian Careers is going to change the views of working for DoD as a civilian and the impact of this work will radiate in ways unimaginable as it can change so many people's lives as they begin their careers with DoD."

We recently interviewed Ms. Shaner:

Q1. -- Can you share a story about a success you have had during your HR Professional career?

A1. -- Sure, one example of a successful initiative is the DoD civilian branding initiative and recently launched DoD civilian careers website. Over the last year I have been part of a team dedicated to advancing the recruiting of DoD civilians around the world. We began by creating a branding statement and tagline that would represent the work DoD civilians perform across the globe. We established a focus group and through a process we developed several branding statements and taglines we could present to leadership. Once the branding and tagline was approved we then transitioned to designing the new website and social media content. After many months of long work the new DOD Civilian Careers website launched recently and can be viewed at www.dodciviliancareers.com. The social media side will be launching soon and will easily be accessed through the DOD Civilian Careers site.

Q2. -- What factors from your professional journey helped you become an HR Professional?

A2. -- Early in my career as a student intern, I had a manager that truly inspired and taught me about every aspect of Federal HR. She pushed me to the Graduate Schools New Leader Program. Her mentorship truly attributed to my professional journey and taught me so much.

Q3. -- What experiences and behaviors make you a recognized leader in the eyes of your leadership?

A3. -- My knowledge of all aspects HR has definitely come in handy, but my love for being creative and detail oriented is the most respected and recognized by leadership.

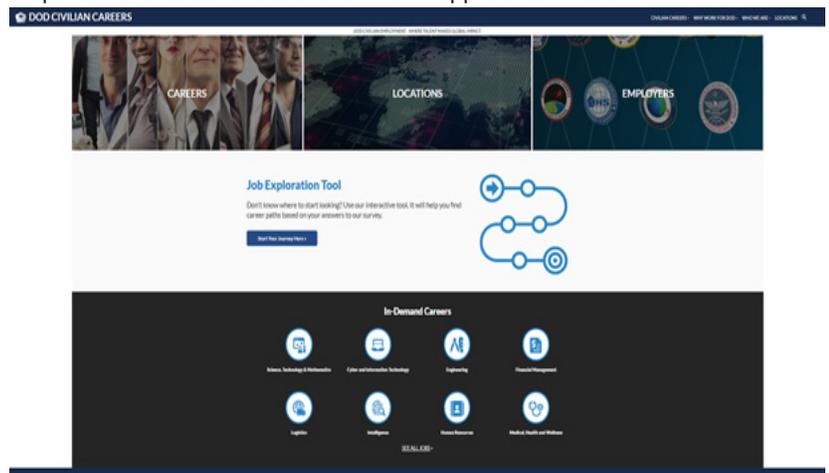
Q4. -- In your opinion, what are the crucial technical competencies needed in HR today? Do you think these competencies will be relevant in the future? Are new competencies needed for the future?

A4. -- The main technical competencies needed as an HR Specialist are to be creative and technologically savvy. These competencies will continue to be needed in the future to stay on the cutting edge of HR.

Q5. -- Which work experience would you count as your most challenging or rewarding experience in your career?

A5. -- Working on building a brand, website, and social media that represents all DoD civilians and shows applicants what DoD is about is one of the biggest challenges I have faced and one of the best experiences. Tackling civilian hiring for all components across all of DoD and figuring out how to truly represent everyone and the work they do has been an incredible experience that radiates around the world. Knowing that this brand transformed into the new website and social media accounts that will represent all current and future DoD civilians is a huge undertaking but knowing that this could change people lives as they learn about DoD and start their careers with DoD is an incredible reward.

Ms. Shaner has a Bachelor's degree in Management with a concentration in human resources and a Bachelor's degree in Accounting from George Mason University. ■



HRFC Highlights from our DoD Components: Army Civilian Center Human Resources Initiative - Implementing the Employ Line of Effort (LOE)

Army Civilians make up approximately 25% of the Army’s workforce and are a crucial part of allowing Soldiers to focus on warfighting. As such, the Army is determined to acquire, develop, employ, and retain civilian talent – and that is where the Army Civilian Career Management Activity (ACCMA) comes in.

ACCMA is a new organization housed under the Army Civilian Human Resources Agency, birthed from the Army People Strategy Civilian Implementation Plan (APS CIP), designed to help the Army be more proactive with civilian talent and career management. ACCMA builds on the DCPAS’s mission to support the “whole person – whole career” by enabling Army Civilians to plan their careers and receive developmental opportunities within and across larger career fields.

“The Army must be able to effectively match Civilian Corps capabilities with mission requirements. This means projecting future demands for talent and maximizing Army Civilians’ talents and preferences by aligning them with organization demand – benefiting the individual, the organization, and the Army.”
Army People Strategy – Civilian Implementation Plan

The Civilian Implementation Plan outlined four lines of effort (LOE) in order to Acquire, Develop, Employ, and Retain civilian talent. While ACCMA has involvement in all four LOEs, ACCMA plays an integral role in the Employ Line of Effort. Moving forward, ACCMA envisions new ways to forecast Civilian Corps requirements and will focus on creating a robust talent marketplace that incorporates not only Knowledge and Skills, but also Behaviors and Preferences of the Civilian Corps. Since inception in late 2020, ACCMA has made great headway in adjusting the overall organizational construct to improve integration and create operational efficiencies through centralization. This major undertaking included organizing the existing 32 Career Programs into 11 broad Career Fields, allowing for the development of multifunctional leaders and providing more career flexibility for Army Civilians.

The APS CIP allows ACCMA to take a data-forward point of view. The following objectives are included in the CIP Employ LOE:



Objective Employ-1: Strategic Workforce Planning develops repeatable processes that support ongoing strategic workforce planning, helping shape and grow the Army enterprise civilian talent to support Army missions.

Objective Employ-2: Talent Matching aims to take full advantage of the talents of Army Civilians through the migration from semi-automated processes to a data-rich environment that identifies, tracks, and validates Army Civilian Knowledge, Skills, Behaviors, and Preferences (KSB-Ps).

Objective Employ-3: Revised Career Program is the final task within the Employ LOE. It enhances career program roles and responsibilities in the People Enterprise with five main supporting actions. The first two actions— “define and recommend the new organizational construct” and “optimally organize the career program enterprise to efficiently and effectively execute the enhanced role for career programs”—effectively consolidated the existing 32 career programs into 11 broad career fields under ACCMA.

Every Army civilian is now aligned within one of ACCMA’s 11 career fields. These career fields provide structured plans, processes, and activities over the lifecycle of the Army Civilian’s career. ACCMA staff serve as advocates for Army Civilians, seeking out and promoting training and developmental opportunities that encourage career and personal growth. Through these opportunities, Army Civilians are able to broaden their experiences and make meaningful decisions regarding career development. People are the Army’s greatest resource and ACCMA seeks to expand upon that resource by providing them access to the tools necessary to succeed. ■

Recognizing Excellence: Department of the Navy Human Resources (HR) and Equal Employment Opportunity (EEO) Community 2020 Awards for Excellence Winners

The Department of the Navy's (DON) HR and EEO Advisory Committee developed an awards program to recognize the exceptional performance of DON employees. The program objective is to recognize DON employees for their contributions and accomplishments that resulted in exceptional impact and improvement to services, processes, or practices for the DON HR and EEO Community.

Winners for the 2020 Awards for Excellence are:

Rising Star

Equal Employment Opportunity Specialist – Ms. Carol Bagmon, Naval Air Systems Command (NAVAIR) Fleet Readiness Center Southeast

Human Resources Specialist – Ms. Jill Winingar, Naval Sea Systems Command (NAVSEA) Naval Surface Warfare Center (NSWC), Crane Division

Equal Employment Opportunity Assistant – Ms. Kurstin Chun, US Pacific Fleet (USPACFLT), Hawaii

Human Resources Assistant – Mr. T. James Scarbrough, Office of Civilian Human Resources (OCHR) Philadelphia Operations Center

Outstanding HR or EEO Assistant

Mr. Robert Bowles, Human Resources Assistant, OCHR Silverdale Operations Center

First Line Supervisor

Ms. Michelle Hinkle, NAVSEA, NSWC, Indian Head Division

Leadership

Ms. Kay Wakabayashi, USPACFLT, Hawaii

Innovation & Problem Solving

Mr. Joshua Collins, USPACFLT, San Diego, CA

Technical Excellence

Benefits – Ms. Clennie Webster, OCHR Norfolk, Civilian Benefits Center

Workforce Development – Ms. Jennifer Conole, OCHR Silverdale, Training and Development Center of Excellence

Workforce Relations – M. Esther Newcomb, Commander Navy Reserve Force

Employee/Labor Relations – Mr. Steven Stoer, OCHR Philadelphia Operations Center

Equal Employment Opportunity – Ms. Jennifer Jusseaume, DON Office of EEO

Staffing, Classification, Recruitment and Outreach – Ms. Samantha Moritz, OCHR San Diego Operations Center

Planning, Policy, Analysis & Program Management – Ms. Damita Gabriel, U.S. Fleet Forces Command (FFC)

HR & EEO Community Support (Individual)

Individual – Mr. Albert Palmieri, OCHR Philadelphia Operations Center

HR & EEO Community Support (Team/Group)

Small – Naval Supply Systems Command (NAVSUP), Fleet Readiness Center Norfolk Barrier Analysis Data Working Group

Medium - NAVSUP Business Systems Center Barrier Analysis Team

Team Impact

Small – Commander Navy Installations Command (CNIC), Navy Region Southeast EEO Office

Medium – OCHR Silverdale Training and Development Center of Excellence Microsoft Teams Team

Large – USPACFLT Northwest HRO

Organization Impact

NAVAIR Human Capital Management Department COVID Response Team

Lifetime Achievement

Ms. Sarah Roberts, CNIC, Navy Region Southeast

A HUGE HRFC CONGRATULATIONS goes out to all!

For award details please visit: <https://www.milsuite.mil/book/docs/DOC-1016680> ■

Human Resources Credentialing Recipients

Please extend congratulations to our newly credentialed HR Specialists.

Level III for Employee Benefits Advisor (EBA)

- Lakeesha Holland: Navy, July 12, 2021
- Candice Grierson, Navy, July 15, 2021
- Tasha Whitley-George, Navy, July 15, 2021

Level II for Employee Benefits Advisor (EBA)

- Julia Brown: North Dakota National Guard, June 4, 2021
- Nicole Locke: Defense Logistics Agency, June 7, 2021
- Clennie Webster: Navy, June 9, 2021
- Yen-Vi Eickhoff: Navy, June 14, 2021

Level I for Injury Compensation Program Administrator (ICPA)

- Christopher Hester: Air Force, June 9, 2021
- Melinda Crowe: Air Force, June 9, 2021
- Ray Capuchino: Air Force, July 9, 2021 ■



Looking for the latest news impacting the Human Resources Functional Community?

Look no further than the HR Functional Community milSuite page! Interested in data about the HR Functional Community population? Check out the data decks! Want to share a great lesson learned? Start a blog post! Found a particularly interesting professional article? Share your document, or link! Have a question for the entire community? Start a discussion! Are you curious about the latest messages from DCPAS? Check out our content! (<https://www.milsuite.mil/book/community/spaces/dodhrfc>) ■

