



DEPARTMENT OF DEFENSE
DCPAS
 Defense Civilian Personnel Advisory Service



DASD(CPP)
 Nancy Speight SES

Director, DHRA
 Jeff Register SES



Director
 Daniel Hester SES

Technical Director
 Suky Blair

Office of the Technical Director

Deputy Director
 Jose Conejo SES

Chief of Staff
 Henry Smith

Office of the Chief of Staff

Planning & Accountability
 Lisa Charette

Associate Directors:
 Consondra Christopher-Davis

- Program Evaluation & Accountability
- Competency Development & Management
- Workforce Analytics & Forecasting
- Workforce Planning & Shaping
- Employee Engagement/ FEVS

Employment & Compensation
 Rocky Weaver

Associate Directors:
 Desiree Seifert
 LaToya Bedgood
 Aquila Stewart
 Rosemary Meriwether

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

Benefits, Wage & NAF Policy
 Taiwana Smith

Associate Directors:
 Itzel Santana
 Karl Fendt

- Federal Insurance Programs
- Federal Retirement Programs
- Injury Compensation
- Unemployment Compensation
- NAF HR Policy
- Special Salary Rates
- Wage Surveys
- Work-life Programs
- Training & Credentialing

Talent Development
 Jim Buchman

Associate Directors:
 Dr. Gina Eckles

- Chief Learning Officer
- Center for Talent Development
- Leadership Development
- HR Functional Community
- Coaching/Mentoring
- Broadening Opportunities
- Free/Reduced Cost Courses
- Employee Career Maps
- Individual/Org Assessments
- NCED-Norman, OK

Labor & Employee Relations
 Lex Stanley

Associate Directors:
 Tracy Coleman
 Dr. Daramia Hinton

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

Executive Resource Management
 Carly Hall

- Manage Executive Performance Appraisal Tool
- Manage Defense Talent Management System
- Executive Management Training
- Executive Performance Management Policy
- Talent Management Policy
- Executive Development Policy
- Executive Advisory Services

Enterprise Solutions & Integration
 Malissa Smith

Associate Directors:
 Jeanette Deschamps
 Brenda Nicolson

- Advance Analytics/Decision Support w/ HR Dashboard Integration
- Change Management
- Design/Develop/Sustain HRIS Systems
- Develop HRIS related Competency/Credentialing/& Learning Tracks
- Implement Agile HRIT Functional Requirements to Streamline Enterprise Solutions
- Evaluate OPM APPs to achieve ROI for DoD talent
- Execute UAT / Training
- HRIT Policy & Workforce Development
- Oversight of CHRM-IT Portfolio
- Support Digital Transformation/ Technology Innovation for Business Processes

DoD-Expeditionary Civilians
 Howard Ferguson

- Civilian Expeditionary Policy
- Oversee Force Pool Requirements
- Coordinate SES Deployment Requirements
- GFM Advisor/Planner
- Sourcing Advisor

(A) = acting