

WELCOME TO THE 2020 VIRTUAL

DEPARTMENT OF DEFENSE



WORLDWIDE HUMAN RESOURCES TRAINING EVENT

From Concept to Reality:
Advancing Human Capital Management









ADMINISTRATIVE COMMENTS

Worldwide Human Resources Training Event

- Your Capabilities...see, hear, submit questions
- Your Q&A Feature...Comments, Feedback and Questions
- Your Captions Feature
- Intermission...a 10 minute break...no need to log out!
- Your Human Capital Operating Plan...keep it handy!
- All materials will be posted on milSuite

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WORLDWIDE HUMAN RESOURCES TRAINING EVENT

UP FIRST...

From Concept to Reality:
Advancing Human Capital Management









Welcome and Opening Address

Worldwide Human Resources Training Event



Mr. Daniel Hester

Deputy Director

Defense Civilian Personnel Advisory Service

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UP NEXT...

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Transforming HR





Dexter P. Burnam

Director, Enterprise Solutions and Integration

From Concept to Reality:
Advancing Human Capital Management

For Official Use Only



Mr. Burnam is the Director of Enterprise Solutions and Integration at Defense Civilian Personnel Advisor Service, Defense Human Resources Activity. He serves as the functional portfolio manager and system integrator for the Department of Defense's Civilian Human Resources Management Information Technology (CHRM IT) systems. Mr. Burnam also provides enterprise strategic solutions that support approximately 950,000 civilian personnel through business process re-engineering, process improvement, and system integration.



- What is DCHRMS?
- Why DCHRMS?
- Deployment Methodology
- DCHRMS Training
- Demonstration
- HR Core Working Group
- Q&A
- Additional DCHRMS Information

FY 20-21 Human Capital Operating Plan

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HCOP 3.1.1: Transition to DCHRMS by FY 2021

 DoD is migrating from its current system of record for civilian personnel data, the Defense Civilian Personnel Data System to a new, upgraded, cloudbased system, referred to as DCHRMS

DCHRMS Milestones

2019 **3Q**UARTER

- Working Groups Established: HR Core, Training, Testing
- Tested and Accepted DCHRMS Prototype

2020 UARTER

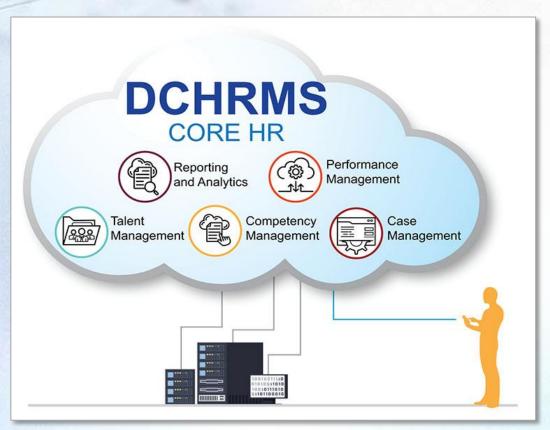
- Strategic Communications Roadshows
- Incorporated Performance Management
- Defense Finance Accounting Services named early adopter
- Scrum Teams Established:
 HR Personnel Management, HR Set Up, etc.



- Stakeholder Demonstration
- Executed First Conference Room Pilot (CRP 1): Validation of Foundational Structure/Data Elements



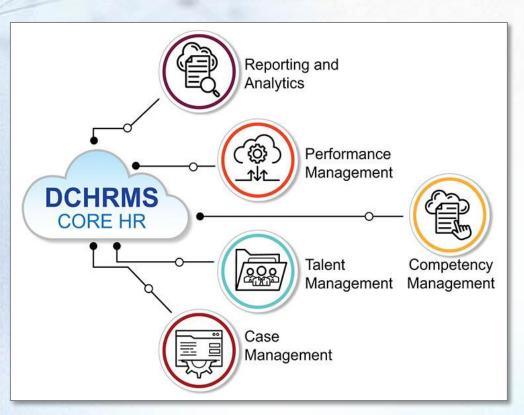
DoD Enterprise-wide Cloud-Based Solution



- An ORACLE HCM SaaS solution replacing DCPDS
- Integrated with OPM Systems
- Robust Data Analytics Tool
- Performance Management (MyPerformance)
- Employee Self-Service

Why DCHRMS?

Integrated HR Processes Through Technology



- Single Employee Record
- Standardized HR Processes
- Transparency of HR Actions
- Business Continuity
- Transform HR

DCHRMS Deployment Methodology

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- DCHRMS has instituted a phased deployment approach using the Scrum process which leverages
 - Agile Development
 - Conference Room Pilots (Periodic Configuration Reviews and Validation)
 - Integration with vendor and SMEs during configuration
- The Defense Finance and Accounting Service is phase one for deploy, followed by
 - DLA and WHS
 - Deployment order for National Guard and Services is still TBD

Types of Training Provided for DCHRMS

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- Instructor Led (HR Users)
- Distance Learning/Job Aids (Managers)
- On-the-Job with the use of Job-Aids (Employee Self-Service)
- DCHRMS T3* courses will be provided through ILT
- DCHRMS T3 course provides instruction, coaching, and feedback that prepares those who deliver DCHRMS training on the following

*T3: Train the Trainer



Training Delivery Milestones

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Components	Working Group Members
Army	Cecilia Winkles, Delino Mayes, Eloisa Ogaz, Alisa Klein
Army NAF	Lauren M. Sanders, Sevara Reinhold
Air Force	Susan L. Edwards, Sheila E. Whitten, Patricia S. Moore
Air Force NAF	Ada M. Booker, Patricia A. Galindo
DON	Mike Pridemore, Teresa M. Green, Jackie Boyle, Lisa Becker, Amy Knapp
DLA	Jackelin Alamo, Michaela Charoo, Scot Robbins
DFAS	Curtis M. Savoy, Scott R. Harding, Michelle A. Phillips, Cheryl A. Lamp, Victoria L. Nassif
WHS	William A Sykes, Gracie M. Crossin, Sharon Canniff, Tammy L. Drakeford
NG	Ricky L. Hern

DCHRMS Demonstration

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Questions?





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From Concept to Reality:
Advancing Human Capital Management











Defense Civilian Human Resources Management System Performance Management



From Concept to Reality:
Advancing Human Capital Management



Ms. Goodman's 25-year career includes experience in both the military and civil service Human Resource fields. Currently working at Defense Civilian Personnel Advisory Service, she develops policy and provides advisory services for the Department of Defense Performance Management (PM) programs and migrating the Defense Civilian Personnel Data System (DCPDS) PM Information Technology (IT) systems to the Defense Civilian Human Resources Management System (DCHRMS).

Bottom Line Up Front



- As DCPDS MyPerformance migrates to DCHRMS the PM community, supervisors, and employees will experience:
 - Improved analytical tools
 - Streamlined navigation -DPMAP and DCIPS performance systems
 - Manager team performance overview
 - Employee current process and status overview

Agenda



- System Features
- Continuous Execution
- DCHRMS PM Walk-Thru
- DCHRMS PM Team

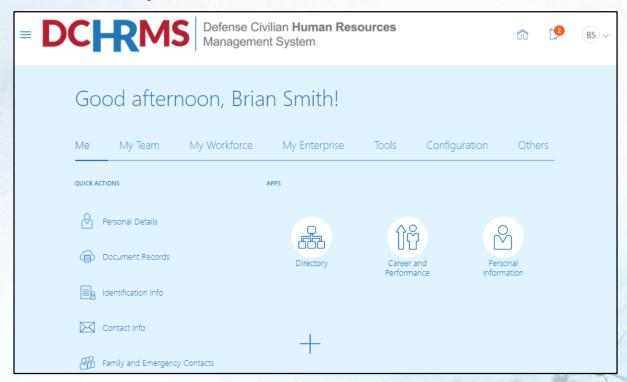
System Features



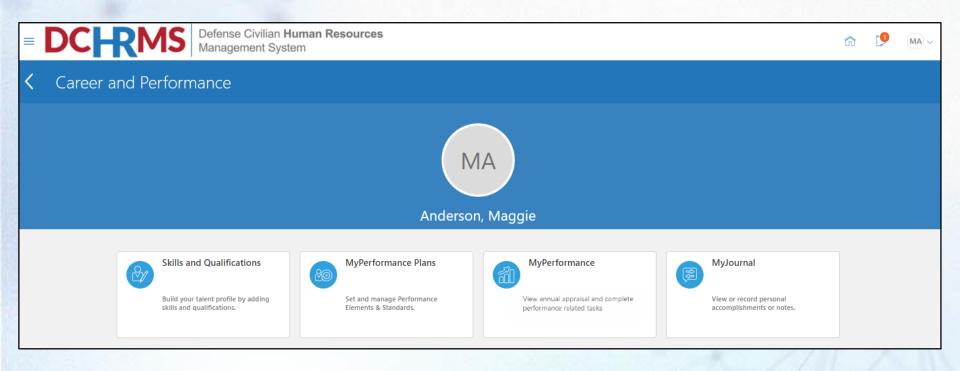
- Increased Flexibilities
- Reporting Capabilities
 - WGIs
 - Ineligible for Rating
- Dashboards
- Performance Elements and Standards Library

Continuous Execution

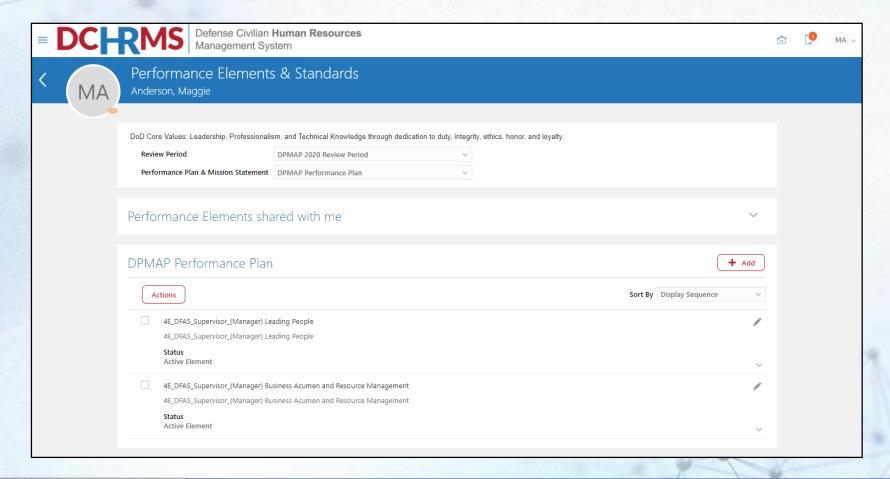
- DCHRMS PM System Migration
 - DoD Performance Management and Appraisal Program (DPMAP)
 - Defense Civilian Intelligence Personnel System (DCIPS)
 - Future DoD PM systems



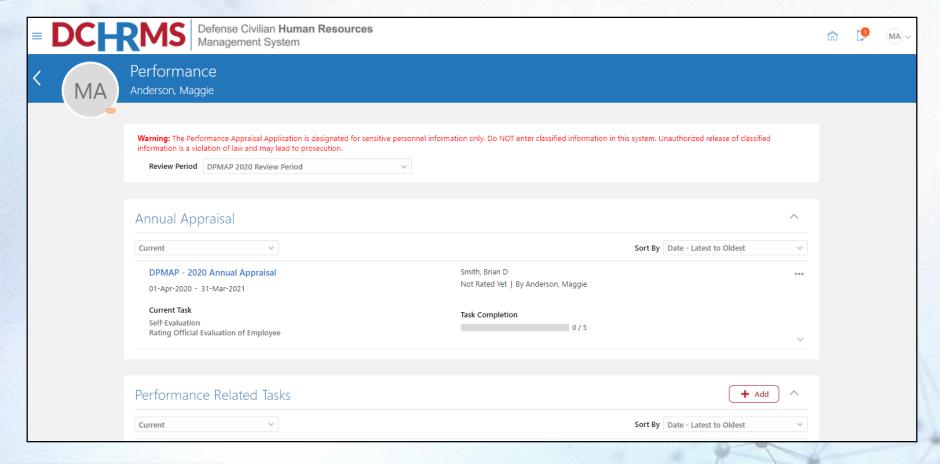
Employee - Landing Page



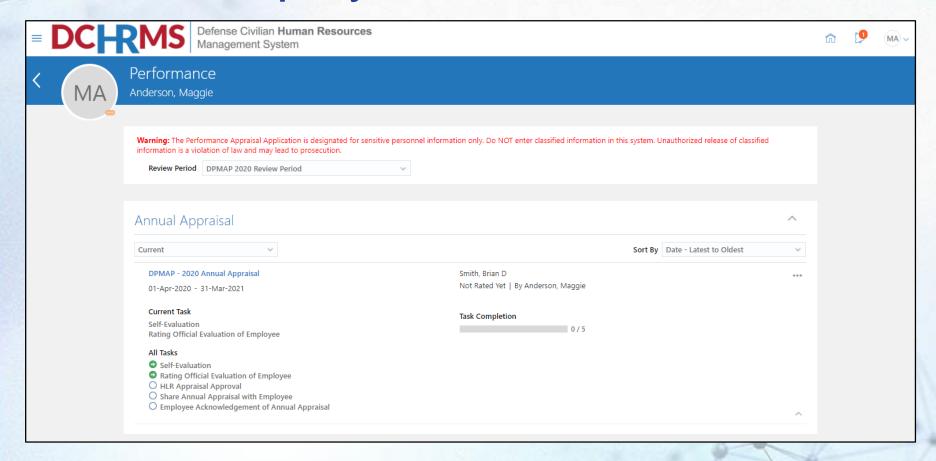
Performance Elements and Standards



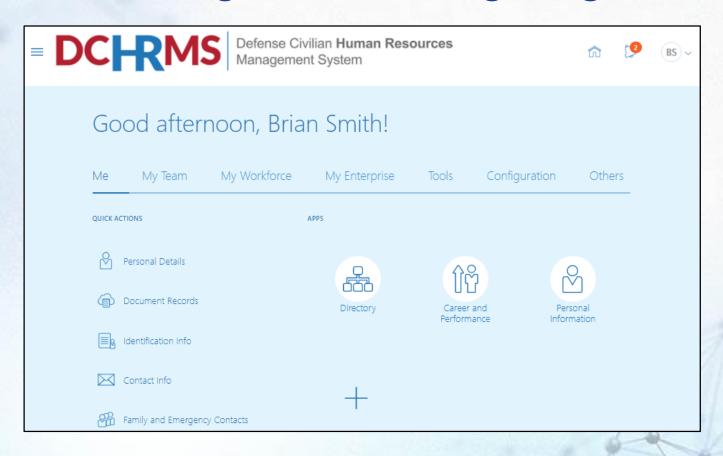
Employee Performance Appraisal



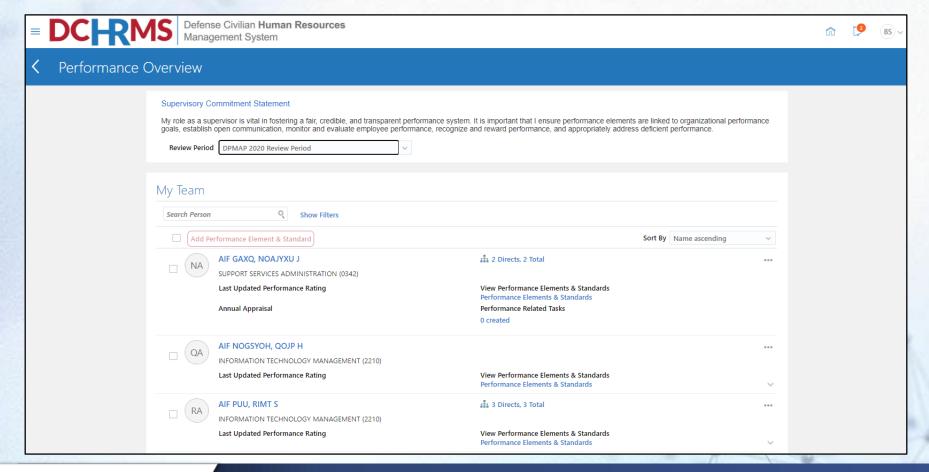
Employee Task Status



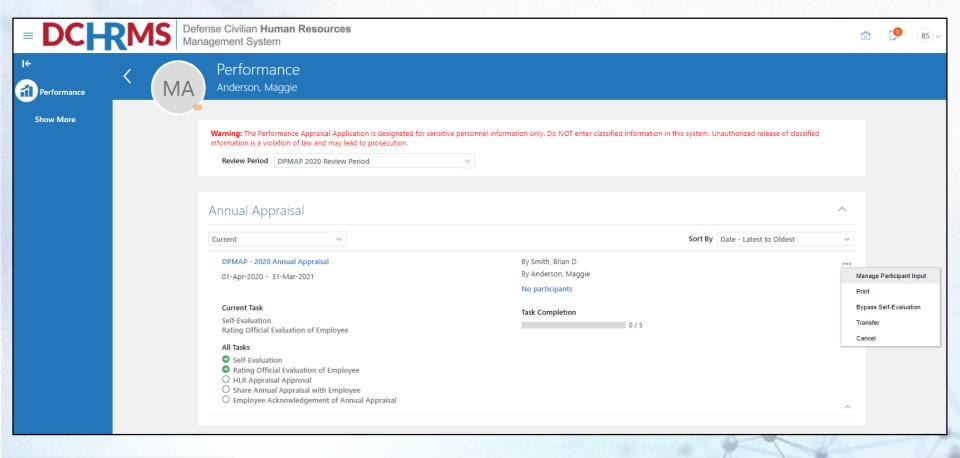
Manager – Landing Page



Manager - My Team



Manager – Employee Task Status



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Performance System	Working Group Members
AcqDemo	Tony Parton, Scott Wortman
DCIPS	Tom Grewe, Yolanda Watson
EPAT	Julie Broadway
NAF	Sandra Karamba, Nathan Kitta
STRL	Dustin Kirby

DPMAP Components	Working Group Members
Army	Megan Saari
Air Force	Kim Bailey, Keisha Barlow
DCAA	Amy Underwood
DCMA	Nicole Dandridge, Sheila Pullam, Renee Straughn
DCPAS	Laura "Lex" Stanley, Melissa Rubenstein, Amber Goodman, Dr. Angelia Deloach
DeCA	Steve Mosher, Marris Petersen
DFAS	Jenna Brunton, Kimberly Jones, Andrew Wencl
DHA	Michael Dake, Lavonne Williams
DLA	Jackie Alamo, Sonia Serrano

DPMAP Components	Working Group Members
DMDC	Terrie Maziek, Aleshia Mitchell
DoDEA	Cheryl Wallace
DoN	Janet Hernandez, Lisa Wellman
DSCA	Chanel Farr, Cassandra Midgley
JS	Annie Pascua
NGB	Lena Conway, Skip Ragels
OIG	Diane Cofield, Joshua Conyers, Christine Copeland
USMC	Yolanda Celestain
WHS	Sarah Barnes, Alisha Starks

Questions?



Contact Us

Amber D. Goodman

Labor & Employee Relations Specialist, DCPAS

Amber.D.Goodman.Civ@mail.mil or

dodhra.mc-alex.dcpas.mbx. hrops-lerd-perf-mgmt@mail.mil DEPARTMENT OF DEFENSE



INTERMISSION/BREAK









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UP NEXT...











Human Resources Functional Community

DEPARTMENT OF DEFENSE

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Amy Rogers

September 15 -16 2020

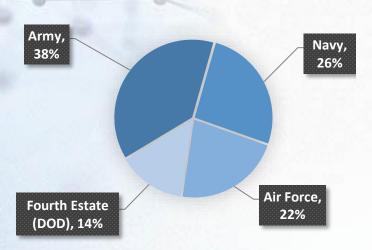


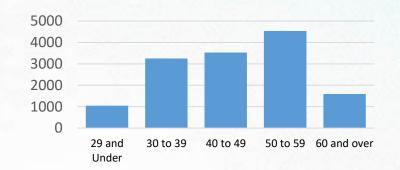
Ms. Rogers serves as the Chief Learning Officer (CLO) for the DoD Civilian workforce, serving as the Senior Advisor to the Department's leadership on strategic Civilian learning initiatives and talent development. As CLO, Ms. Rogers drives Enterprise strategy for training, education, and professional development of the Civilian workforce, provides solutions that impact the workforce and are supportive of DoD and OPM's goals and objectives. Through a team of supervisors, she manages and resources a diverse portfolio at DCPAS, including Civilian Leader and Executive Development, Career and Professional Development, and the HR Functional Community.

HR Functional Community

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More than 14,000 Professionals!





57% With a Bachelor's degree or higher

72% 13%

Eligible to Retire

8000 6000 4000 2000 0 GS 1-8 (or GS 9-12 (or GS 13+ (or equivalent) equivalent) equivalent)



Data source is DCPDS Appropriated Fund employees, extracted 7 July 2020



HR Functional Community & the Human Capital Operating Plan

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Strategy 3.3 Enhance HR Workforce Capabilities

(HCF: Talent Management)

Delivering a highly capable HR workforce that facilitates human capital initiatives is required in order to meet mission needs. DoD must build the strength of HR specialists to ensure talents are all encompassing, from tactical practitioners through strategic business partners. Developing and strengthening HR talent ensures DoD gets the right people with the right skills into the right position to maximize employee performance and accomplish its mission. This strategy and its initiatives support OPM Federal Workforce Priority "Expanding employee development opportunities."

3.3.1: Implement an enhanced competency model and strategic human capital plan for each HR technical area

The HR functional community has identified and organized competency management for its community into a set of universal competencies and roughly 11 sets of technical or functional competencies. The workforce data will be reviewed and updated for each technical area to inform the refresh of the corresponding technical competency models. This work includes identifying a system/process to consistently measure competencies across the DoD. These updates will form the basis for development of a credentialing and/or certification program to support the HR community.

Actions	OPR		FY 2	2020			FY 2	021	
Actions	UPK	Q1	Q2	Q3	Q4	Q1	Q2	Q3	Q4
3.3.1.1 Develop and deploy HRFC strategic communications plan for the competency management and workforce planning efforts	DCPAS, HRFC Governance	•							
3.3.1.2 Develop and validate Institutional/HR Management Competency Model	DCPAS, HRFC Governance	0		•					
3.3.1.3 Develop and validate technical competency models (Staffing, Labor Relations, and Injury Compensation) includes expedited WF Planning process	DCPAS, HRFC Governance	0				•			
3.3.1.4 Identify, develop and validate next rounds of technical competency models based upon prior FY 19 effort (includes expedited WF planning process)	DCPAS, HRFC Governance				0				→

35 October 25, 2019

3.3.1. Implement an enhanced competency model for each technical area

3.3.2: Develop and Implement an HR Technical Credentialing Program

Other DoD functional communities (Financial Management (FM), Acquisition) have developed credentialing programs to certify technical competencies in their workforce. Following that lead, the HR functional community piloted and established a Benefits credentialing program with input from the Services/Components. With the success of that effort, the HR functional community will continue to focus on credentialing programs for HR technical areas. This two-part approach, certifying technical expertise while building institutional competencies, is a key element to developing HR strategic advisors.

Actions	OPR	Q1		020 Q3	Q4	Q1	FY 2	021 Q3	Q4
3.3.2.1 Obtain lessons learned from the FM and Acquisition FCs, DCPAS Benefits credentialing program along with other similar credentialing programs	DCPAS P&A	•							
3.3.2.2 Develop standard approach for follow-on HR credentialing programs	DCPAS P&A	0	•						
3.3.2.3 Develop credentialing programs beginning with injury compensation, labor relations and staffing	DCPAS, Components			0			•		—
3.3.2.4 Assess alternatives for managing the HR credentialing program, e.g., OPM, SHRM, contract	DCPAS P&A	0			•				



October 25, 2019

,

3.3.2. Develop and implement an HR Technical Credential Program

HR Functional Community Leader and Vision

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The HR OSD Functional Community Manager (HR OFCM) is the Director, Defense Civilian Personnel Advisory Service (DCPAS)



OFFICE OF THE UNDER SECRETARY OF DEFENSE
4000 DEFENSE PENTAGON
WASHINGTON, D.C. 20301-4000

MAY 3 1 2019

MEMORANDUM FOR DEPUTY ASSISTANT SECRETARY OF DEFENSE FOR CIVILIAN PERSONNEL POLICY

SUBJECT: Designation of Office of the Secretary of Defense Functional Community Managers for Functional Communities Under the Cognizance of the Under Secretary of Defense for Personnel and Readiness

Reference: Department of Defense Instruction 1400.25, Volume 250, "DoD Civilian Personnel Management System: Civilian Strategie Human Capital Planning (SHCP)," dated June 7, 2016

The senior executives listed in the attached document are designated as Office of the Secretary of Defense Functional Community Managers to perform the responsibilities described in the referenced instruction.

Questions regarding this matter may be directed to Ms. Joy Jones-Haskins, who may be reached at (571) 372-2259 or joy.a.jones-haskins.civ@mail.mil.

Ames N. Stewart
Assistant Secretary of Defense for Manpower
and Reserve Affairs, Performing the Duties
of the Under Secretary of Defense for
Personnel and Readiness

Attachment As stated

USD (P&R) Memo, SUBJECT: Designation of Office of the Secretary of Defense Functional Community Managers, 31 May 2019



DEPARTMENT OF DEFENSE
DEFENSE CIVILIAN PERSONNEL ADVISORY SERVICE
4800 MARK CENTER DRIVE
ALEXANDRIA, VA 22350-1100

NOV 1 8 2019

MEMORANDUM FOR: SEE DISTRIBUTION

SUBJECT: Human Resources Functional Community Development

As a leader, there is no greater privilege or responsibility than developing a competent and high-performing workforce. Developing today's workforce is the first step in building the workforce that we need for tomorrow and in the future, a critical task for our Department. This past June, I was designated by the senior official performing the duties of Under Secretary of Defense for Personnel and Readiness to be the Human Resources (HR) Functional Community Manager (HRFCM) for the Department of Defense (DoD). HR Functional Community development is one of my very top priorities.

Our concept for HR development is two-fold: build depth and technical expertise while also building breadth to develop strategic advisors. This concept was briefed to the Civilian

My vision for our functional area is a community for HR experts respected as business partners. This will be a multi-year effort that must leverage the community to ensure that we can deliver the right talent, the right competencies, at the right place within our DoD HR enterprise. Together, we can more deliberately develop the HR workforce that's needed to meet current and emerging missions.

My point of contact for this action is Colleen Dumas, Human Resources Function Community Action Officer, (571) 372-2134 or doddna.me-alex.dcpas.mbx.hr-functional-community-team@mail.mil.

Michelle LoweSolis Director and Human Resources Functional Community Manager

Attachment As stated

DCPAS Memo, SUBJECT: Human Resources Functional Community Development, November 18, 2019



HR Functional Community Governance

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The governance of the Human Resources Functional Community (HRFC) employs an action-planning framework to manage, report, and communicate progress. This action planning incorporates initiatives, measures, and best practices to achieve goals and close gaps.

Executive Council

- Chaired by the HR OSD Functional Community Manager (HR OFCM), the HRFC Executive Council (HRFCEC) approves and monitors the progress of strategic human capital planning (SHCP) goals, objectives, and initiatives.
- The HRFCEC members are the HR OSD Component Functional Community Managers inclusive of select Defense Agencies and Field Activities.

Advisory Group

- Chaired by the HR OFCM Action Officer, the HRFC Advisory Group (HRFCAG) recommends goals, objectives, and initiatives and report progress to the HRFCEC.
- The OSD HR Component Action Officers sponsor, advocate, and execute actions to support the HRFC strategic human capital plan.
- Component Integration Action Officers are the HR point of contact on SHCP issues at the Component level.
- Community of Practice (CoP) Leaders are senior OSD HR technical area experts responsible to lead SHCP efforts and training, education, and professional development (TE&PD) and credentialing programs for their designated CoP.

Community of Practice Working Groups

CoP Leaders employ CoP Working Groups comprised of Component HR experts representative of the technical area to support HRFC actionplanning and implementation thereof.

DoD Human Resources Professionals

DoD HR Professionals provide continuous feedback.

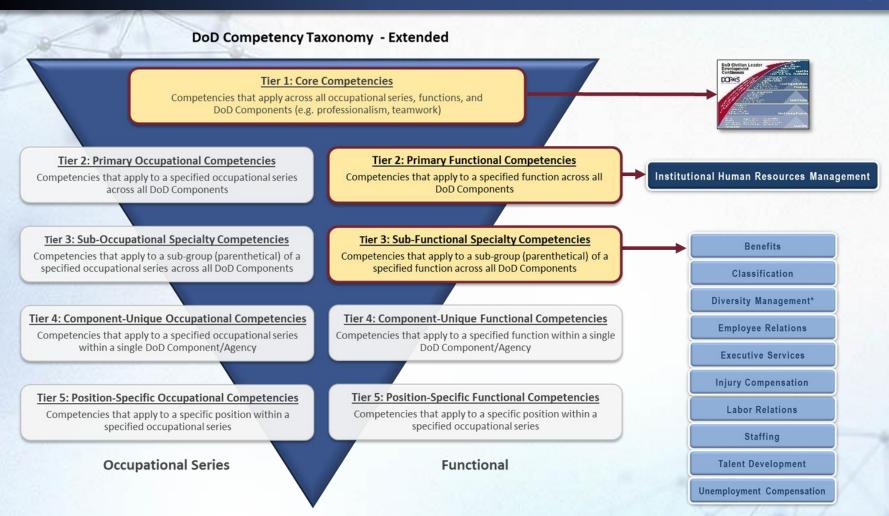
Working as a collaborative team, the HRFC governance structure will forge new human capital successes to continue supporting mission accomplishment, improving the workforce, and building the future.





Deliberate Approach to Identify Competencies

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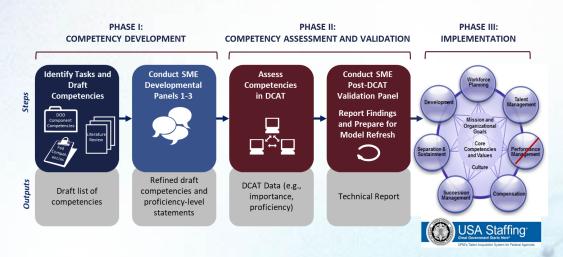
It is an imperative that we identify our unique capabilities or competencies by specialty.



Competency Process

A competency model details competencies and associated task statements to successfully perform a work function. A technical report is published after a competency model is validated. This report covers the process by which the model was developed, number of subject matter experts (SMEs) from each component, number of competencies in the DRAFT model, number of competencies in the validated model, and the data gathered from the participants.

- Criticality (the criticality of each competency)
- Gap (between current workforce competency and desired workforce competency)
- Future need for the competency
- How to best develop the competency



A community of practice connects an area of shared interest & key issues <u>or technical areas</u> (domain) with relationships built through discussion, activities, and learning (community) to forward a body of knowledge, methods, stories, and tools developed (practice).

Institutional Human Resources Management				
Benefits	Labor Relations			
Classification	Staffing			
Diversity Management	Talent Development			
Employee Relations	Unemployment Compensation			
Executive Services	Strategic Workforce Planning			
Injury Compensation				

The Military technical area is led by respective HR Component Functional Community Manager.

Institutional Human Resources Management (IHRM)

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	Competency Title	Description	
	HR Technology	Utilize existing, new, and emerging technologies to support HR related functions, and the development and/or implementation of policies and procedures governing the use of technologies for the workplace.	
	HR Interdependence	Demonstrate knowledge of interrelationships among HR related functions and processes by communicating, collaborating, and partnering to provide support and services to internal and external stakeholders.	
HR Data Analytics		Use information systems to extract, evaluate, and interpret data to be used for decision support.	
	HR Advisory	Provide advice, guidance, and solutions in support of the stakeholders mission.	



Institutional Human Resources Management Subject Matter Experts

Army

Paul Balmforth
Amy Barber
Shelley Foreback
Hannah Scott
Megan Saari
Damien Gill
Daryl Copeland
Gwendolyn Kimmich
Kelly Pumroy
Dahlia Graham
Megan Crone

Navy

Lisa Mott Sonya Pollock Lisa Prather

Air Force

Christine Murray
Sonja Crownover
Nancy Klinitski
Sharon Seiber
Nathaniel (Nate) Tennyson
Richard (Rich) Ecks

Diversity Management Operations Center

Victoria Bowens

Defense Finance and Accounting Services

Shante Jones Teresa Myers Susan Davenport Adam Ellis

Defense Logistics Agency

Chaletta McCoy

Washington Headquarters Service

Elvira Carter Arliche Sneed DeBora Daniel



Talent Acquisition & Strategy (Staffing)

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Competency Title	Description	
Synthesis and Interpretation of HR Guidance	Synthesize laws, regulations, and HR policies and interpret how they differ and interact.	
HR Staffing Advisory Services	Advise and/or assist throughout the staffing process, tailoring communication to address multiple audiences.	
Recruitment and Placement	Identify and analyze job requirements to determine evaluation criteria, develop and execute recruitment strategy. Evaluate candidate eligibility and qualification in accordance with HR statutory and regulatory guidance.	
Personnel Action Processing	Code and/or process personnel actions, using the current automated tools, in accordance with HR statutory and regulatory guidance.	
Automated Staffing Tools	Leverage current automated staffing tools throughout the recruitment and placement process	



Staffing Subject Matter Experts

Army

Tammy Woodruff
Charity Matthew
Gaynelle Barber
Norma White-Caruso
Sara Hoad
Carmen Williams
Laura Asseauguste

Navy

Gwen Crockett Deborah Atkins Melissa Roby Brian Jakl Karen Hulbert Sandra Spruill

Air Force

Sharon Seiber Michelle Randolph

Defense Finance and Accounting Services

Beth Morefield Patricia Briggs Nadia Bias

Defense Logistics Agency

Andrea (Annie) Firth Sarah Hopple

Washington Headquarters Service

Shanna Franklin Angelita Ashton Kimberly Gunza



Labor & Employee Relations (Labor Relations)

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Competency Title	Description	
Advocacy and Outreach	Utilizes HR strategies, tools, and options to address customer needs, meet mission-attainment, evaluate service delivery, and develop and conduct labor relations training.	
Research and Analysis	Research, identify, interpret, analyze, and apply laws, regulations, and case and/or other precedents.	
Labor Relations	Apply research, investigate, advise on, advocate for and/or represent the agency in order to resolve labor management issues; provide guidance and assistance to internal and external customers.	



Labor Relations Subject Matter Experts

Army	Navy	Defense Finance and Accounting Services
Ella Sweezy	Meg McConnell	Amber Kennedy Miller
Donna Briggs	Harry Robinson	John Burlingame
Shawn Kimble	Eileen Gregury	John Kern
Kevin Brackney	Steve Stoer	Defense Logistics Agency
Courtney Landry	Duane Lambert	Daniel Tedesco
Rachel Sugrue April Morning Frank Roig	Alisa Larsen Obisia Rodriguez	Washington Headquarters Service Amy Stone
J	Air Force	Jerald Richardson
	Mario Figueroa John Redfern Johnna Proud Kathy Owens Nancy Klinitski	Mary King

Benefits & Worklife (Injury Compensation)

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	Competency Title	Description		
Injury Compensation Advisory Technology Applications/ Automation Organizational Advocacy		Provide advice and guidance consistent with Federal Employees' Compensation Act (FECA) legal and regulatory bases to provide customer service. Understand and apply the policies and procedures contained within the Department of Defense Instruction.		
		Use emerging Injury Compensation technologies to accomplish program goals and objectives and to carry out work functions.		
		Maintain the vision, mission, responsibilities, and objectives of the program. Explain Injury Compensation claim management practices and serve as an advocate to assess the health of, and represent the interests of the program.		



Injury Compensation Subject Matter Experts

Army

Jere Dee Amanda Fowler Sara Webb Carrie McFaul Chasity Verdejo Lisa Hart Michelle Francois

Navy

Dannie Newby
Jan Blin
Shatisha Parker
Genie Doyle
Emma Eusantos
Sarah Torres-Ferrick

Air Force

Antoinette Newton-Rogers Christopher Hester Luisa Garcia Annette Castro Debra Bridges

Donna Hardin

Defense Finance and Accounting Services

Anita Fisher Ellen Larson

Defense Logistics Agency

Donna Estep Donna Carr Patricia Royster

Washington Headquarters Service

Kisha Smith



Expansion of Employee Benefits Advisor Credential

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Ms. Taiwanna Smith, Benefits Community of Practice Leader, expands the Employee Benefits Advisor credentialing program to three certification levels:

Level I – Basic Level II – Intermediate Level III – Advanced

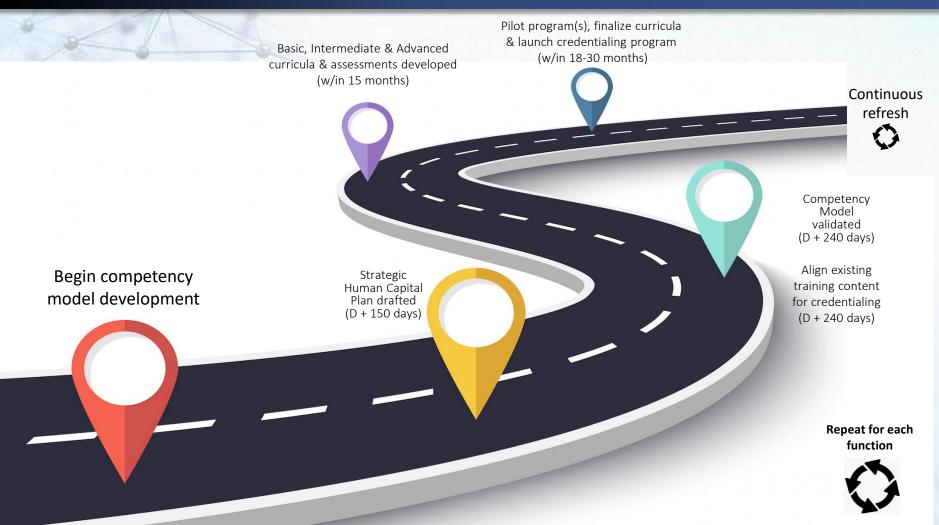
This *voluntary*, competency-based credentialing program establishes standards of excellence. Its curriculum reinforces DoD Benefits Advisors' knowledge with realistic and practical scenarios and a focus upon research, interpretation, and application of Federal laws and regulations and DoD policy and procedures.



89% or 525 of 591 benefits advisors are voluntarily participating in the program.

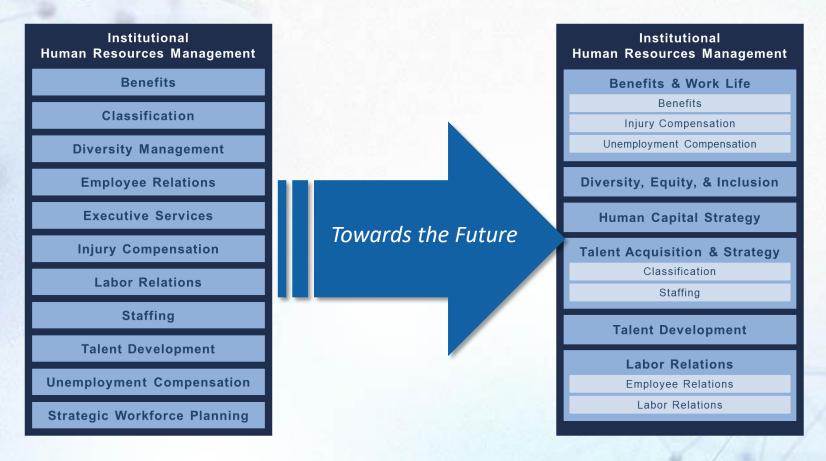
HR Functional Community Implementation Roadmap

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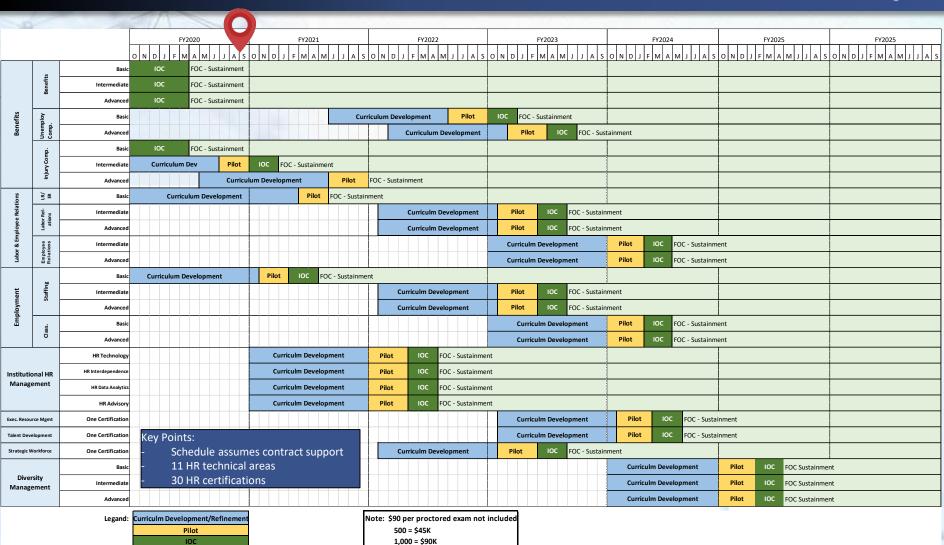
Communities of Practice or technical areas drive curriculum and certification.



Vision: A community of HR experts respected as business partners.

Curriculum Development Timelines

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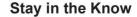


FOC - Susatainment

2,500 = \$225K

Communicating With & Celebrating You!

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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! While our page is still in its infancy, your participation will help make it great. Come and join the conversation today!

https://www.milsuite.mil/book/community/spaces/dodhrfc

https://www.milsuite.mil/book/community/spaces/dodhrfc



VOLUME 1 | EDITION 1 | APRIL 2020

MENT OF DEFENSE | HUMAN RESOURCES FUNCTIONAL COMMUNITY



Ms Michelle LoweSolis

Message from the Human Resources Functional Community Manager

"Excellence must be achieved through the eyes of those who judge us: once achieved, it can only be maintained with constant innovation.

- Tom Collins, Author, The Language of Excellence

I have no greater privilege or responsibility than developing a competent and high-performing workforce. As your Department of Defense (DoD) Human Resources (HR) Functional Community Manager, I am committed to

deliberately developing you - the HR Functional Community. This inaugural bi-monthly Human Resources Functional Community Newsletter establishes my intent to communicate the development and implementation of HR workforce tools, programs, and opportunities that recognize successful HR organizational endeavors and celebrate employees with extraordinary success stories.

My vision for the Department of Defense HR Functional Community is "a community of HR experts respected as business partners." Our HR community must have the right knowledge, right capabilities, and right experiences to deliver the best service to its 900,000 DoD Civilians and, ultimately, strengthen DoD mission readiness

The concept for the deliberate HR workforce development is two-fold and outlined in the memo, "Human Resources Functional Community Development," 18 November 2019: Build depth and technical expertise while also building breadth to develop strategic advisors. This concept requires a community-based, multi-year effort to build competency models; assess existing skillsets; execute strategic human capital plans to improve retention, workforce climate, and identified skills gaps; develop curriculum; and establish technical or "Community of Practice" certification programs. A model for this effort is the highly successful DoD Employee Benefits Advisor credentialing program, explained later in this newsletter.

I look forward to sharing the HR Functional Community's progress in positioning the DoD HR workforce as the unequivocal leader in Federal HR advisory services. Performing at a higher level of excellence takes a solutions-based approach that allows for more innovation and business acumen.

We are all in this together.



In This Issue...

- Message from HRFC Manager
- HR Benefits Credentialing: Setting New Standards Across the DoD
- DoD Professionals Serving Worldwide
- The Army People Strategy: **Building Cohesive** Teams Ready to Win
- HR Functional Community Executive Council: Strengthening the
- Spotlight on Success: - Ms. Julie Petruccelli-Treen - Mr. Nathan Dehnke
- Stay in the Know HR Functional Community milSuite Page



Department of Defense

Human Resources Functional Community

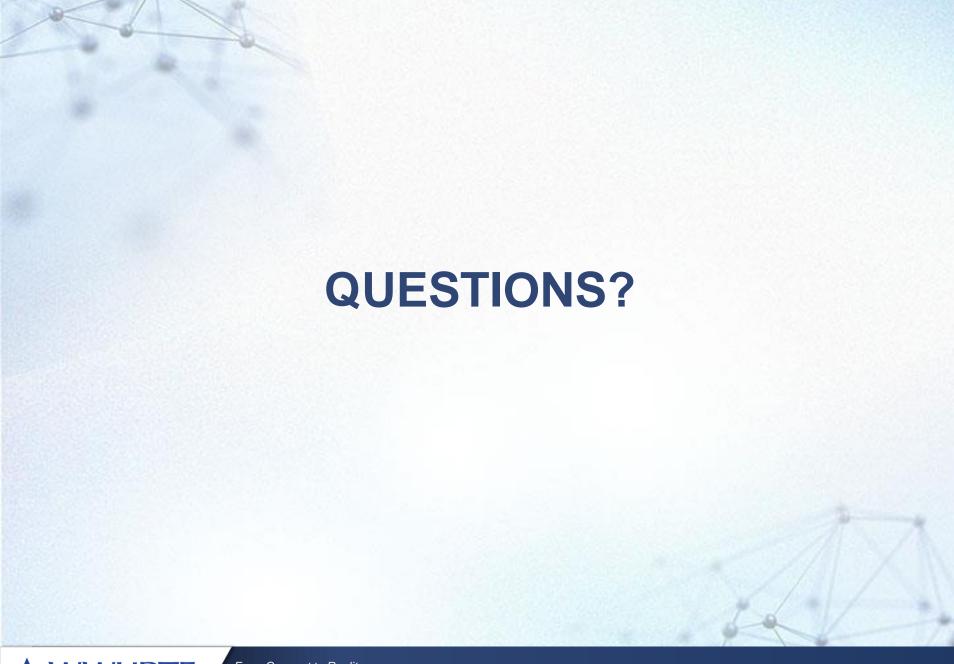


- Pursue innovative solutions
- Seek out opportunities to serve
- Engage in community efforts
- Take advantage of development opportunities
- Advocate for positive change
- Commit to developing our profession

The HR Functional Community and the HR Certification Programs support achievement of our vision:

A community of HR experts respected as business partners.





DEPARTMENT OF DEFENSE



WORLDWIDE HUMAN RESOURCES TRAINING EVENT

UP NEXT...











DoD's Human Resources Response to COVID-19

DEPARTMENT OF DEFENSE

AWAHRTE

WORLDWIDE HUMAN RESOURCES TRAINING EVENT

Allen Brooks

Technical Director, DCPAS

September 15 -16 2020



Mr. Brooks serves as the Technical Director at Defense Civilian Personnel Advisory Service, an element of Defense Human Resources Activity under the Office of the Under Secretary of Defense for Personnel and Readiness. In this capacity, Mr. Brooks is responsible for leading a multidisciplinary staff in developing, implementing, maintaining, and assuring the efficient and effective operation of civilian human resources policies, guidance, programs, legislative initiatives, and Executive Orders for a workforce of more than 950,000 Department of Defense civilian employees worldwide.

Bottom Line Up Front



 DoD's civilian workforce is agile and able to continue the mission while supporting the whole of government response to Coronavirus Disease 2019 (COVID-19) during a persistent and ubiquitous pandemic

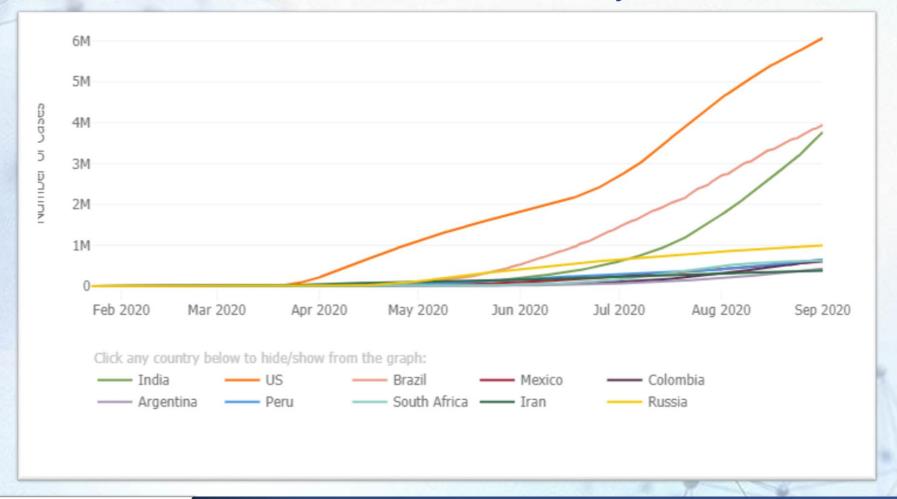
Agenda



- COVID-19 Context
- Department of Defense (DoD) Policy Responses
- Congressional and regulatory actions

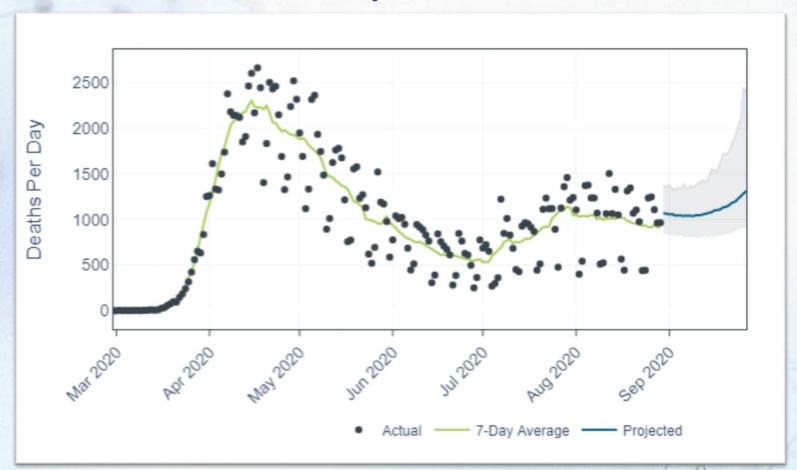
COVID-19 Context

Confirmed COVID-19 Cases by Date



COVID-19 Context

Deaths Per Day for United States



COVID-19 FEDERAL EMPLOYEE COMPENSATION ACT (FECA) CASES

228
Claims submitted by employees

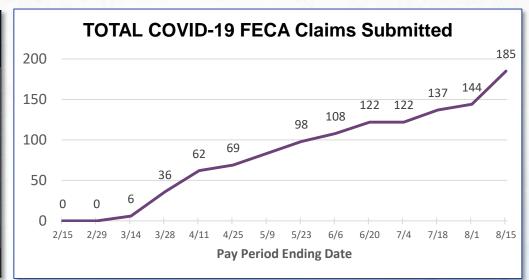
208
Claims submitted to OWCP

34
Claims accepted by OWCP

Claims denied by OWCP

COVID-19 Death Claims submitted

Component/Agency	No. of COVID-19 Submitted Claims
Army	97
Navy (9 claims NLT/NME)	88
DECA	8
Air Force	18
DHA	3
WHS	7
DCAA	1
DLA	6
Totals	228



TOP 3 OCCUPATIONAL GROUPS WITH SUBMITTED CLAIMS

Medical - 38

Firefighting - 68

Vessel Jobs - 22

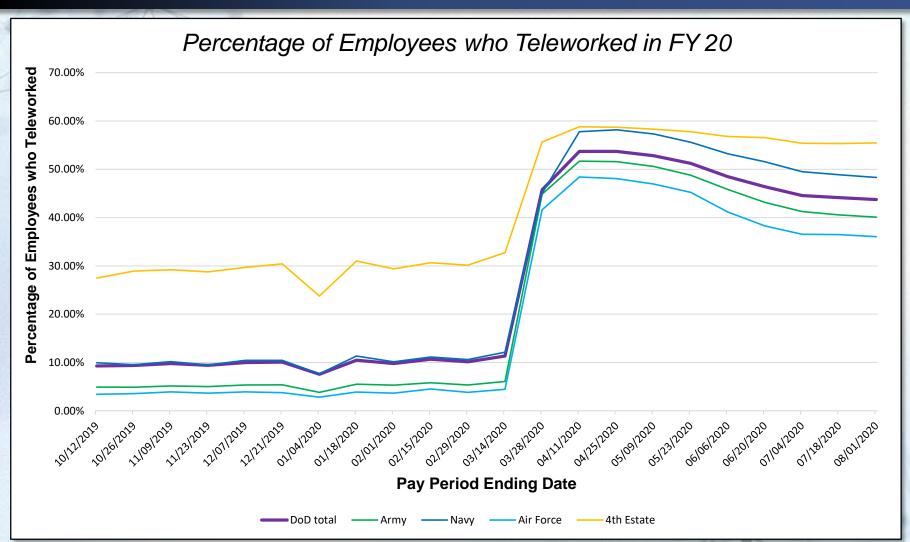
Data as of 09/08/2020



Policy Responses

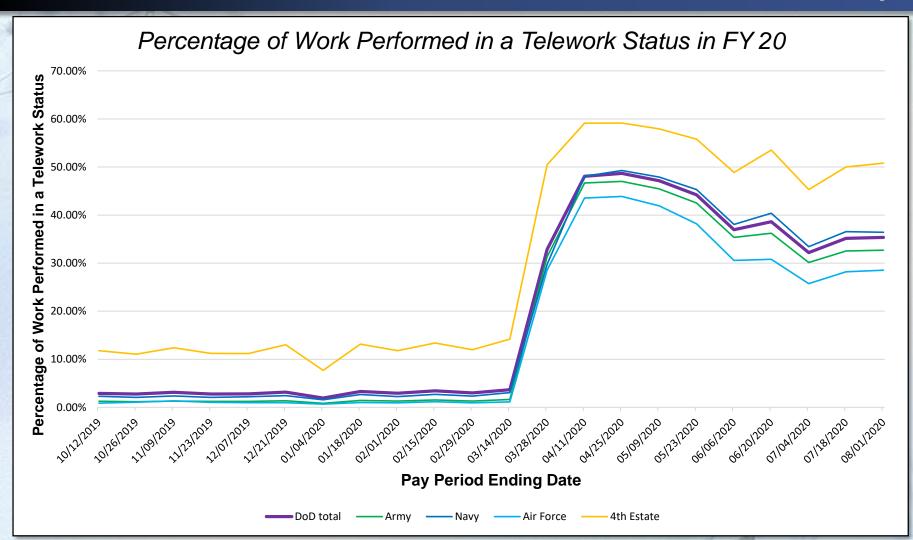
- Expanding telework to allow civilian employees to telework with a child or dependent present
- Expanded hiring flexibilities to meet demand for critical skills needed to respond to the pandemic
- Extended milestones for the Defense Performance Management and Appraisal Program and the use of Time-Off Awards

Telework



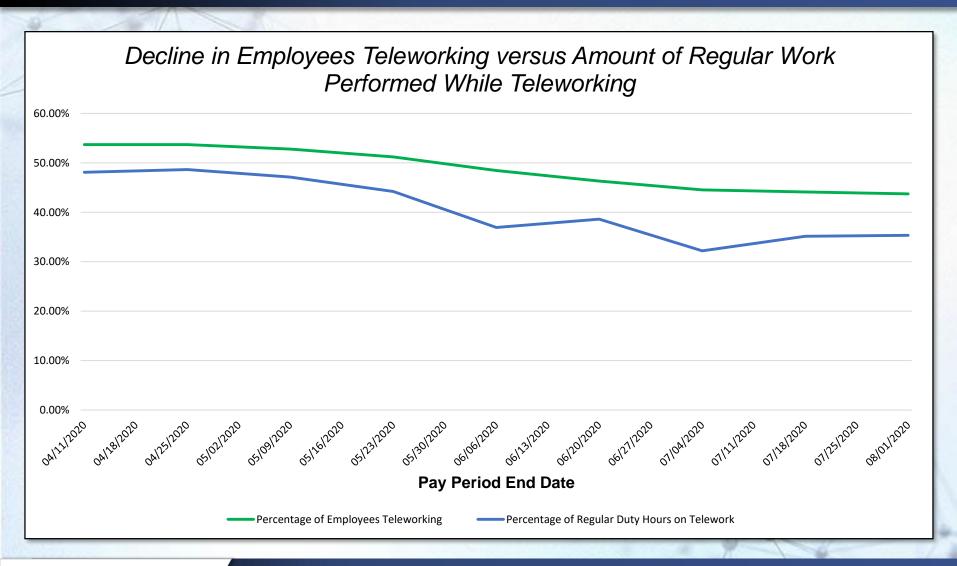


Telework





Telework





Hiring

- DoD expanded use of its direct hire authorities to cover nine additional medical occupations, including Medical Supply Aid and Technicians and Pathology Technicians
- DoD also temporarily waived the 180-day waiting period for appointments of retired military to occupations across four functions and any other positions critical to the pandemic response



- DoD extended the deadlines to allow supervisors and managers to complete annual performance appraisals and to establish new performance plans
- DoD extended the period to use expired or expiring time-off awards due to the pandemic

Congress



- Families First Coronavirus Response Act provided two new leave entitlements to Federal employees
 - Emergency Paid Sick Leave Act: up to two weeks of sick leave at either full or two-thirds of regular rate of pay depending on circumstances
 - Emergency Family and Medical Leave Expansion Act: up to 10 weeks of paid leave at two-thirds regular rate of pay for a limited number group of Federal employees
- Coronavirus Aid, Relief, and Economic Security Act
 - Provided two separate waivers from the limitations on aggregate basic and premium pay

Regulations



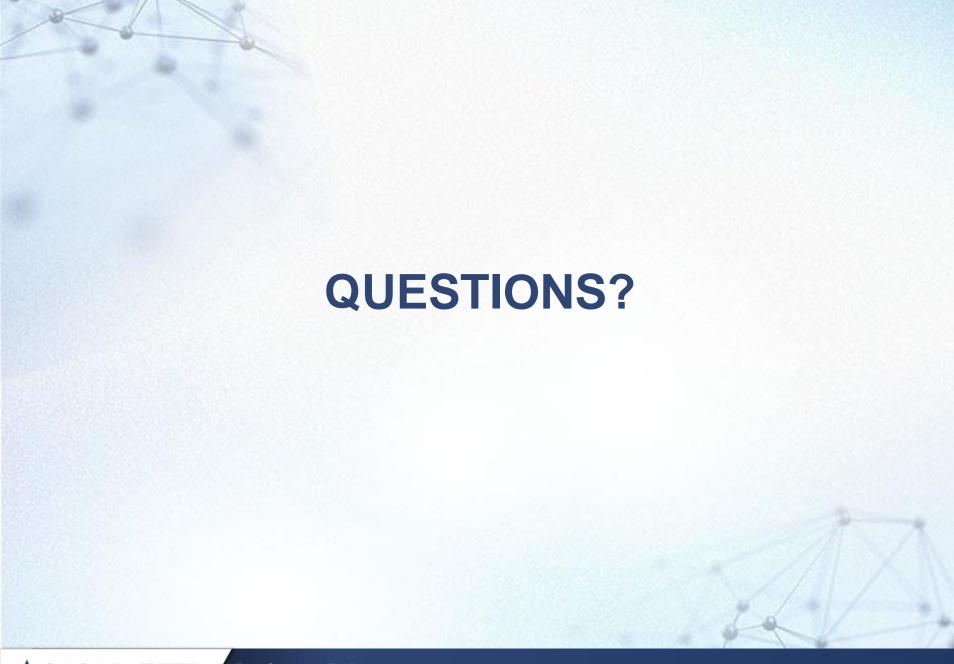
 Annual Leave Restoration: the Office of Personnel Management issued interim regulations providing broad authority to restore annual leave

OADSI Deferral

- On August 8, 2020, the President signed a Memorandum deferring the collection of Social Security taxes through December 31, 2020
 - Applies to all civilians and military members whose wages subject to Old Age, Survivors, and Disability Insurance (OASDI) are \$4,000 or less in any given pay period
 - No option for covered employees to opt-out
 - Subject to repayment beginning January 1, 2021 April 30, 2021

Looking Ahead

- Heroes Act (H.R. 6800)
 - Pandemic duty differential
 - Aggregate basic and premium limitations
 - Presumption of eligibility for workers' compensation benefits
 - Disability retirement
- Heals Act package
 - Variety of proposed legislation from Senate committees
 - No discernable legislation to address the Federal workforce



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UP NEXT...









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Closing Remarks for the 2020 WWHRTE

Ms. Michelle LoweSolis
Director, Defense Civilian Personnel Advisory Service











THANKS FOR ATTENDING!

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