



DEPARTMENT OF DEFENSE
DCPAS
 Defense Civilian Personnel Advisory Service



DASD(CPP)
 Nancy Speight SES

Director, DHRA
 Bill Booth SES



Director
 Daniel Hester SES

Technical Director
 Suky Blair

Chief of Staff
 Henry Smith

Office of the Technical Director

Deputy Director
 Jose Conejo SES

Office of the Chief of Staff

Planning & Accountability
 Tony Schlagel - acting

Employment & Compensation
 Aquila Stewart - acting

Benefits, Wage & NAF Policy
 Taiwana Smith

Talent Development
 Jim Buchman

Labor & Employee Relations
 Lex Stanley

Executive Resource Management
 Carly Hall

Enterprise Solutions & Integration
 Malissa Smith

DoD-Expeditionary Civilians
 Howard Ferguson

Associate Director:
 Dominique Jeter

Associate Directors:
 Aquila Stewart
 Bobby Winn
 Desiree Seifert
 Rosemary Meriwether

Associate Directors:
 Itzel Santana
 Karl Fendt

Associate Directors:
 Jimmie Vaughn
 Dr. Gina Eckles

Associate Director:
 Tracy Schulberg
 Brian Friedrich - acting

- 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

Associate Directors:
 Jeanette Deschamps
 Brenda Nicolson

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

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

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

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

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

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