



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**  
 Rosemary Meriwether (A)

**Associate Directors:**  
 Desiree Seifert  
 LaToya Bedgood  
 Aquila Stewart  
 Megan Maciejewski (A)

- 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 Schulberg  
 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
- 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 User Acceptance Testing/ 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