



Rocky D. Weaver

Office of the Under Secretary of Defense for Personnel and Readiness
Defense Human Resources Activity
Defense Civilian Personnel Advisory Service



Mr. Rocky D. Weaver serves as Director, Employment and Compensation Line of Business, Defense Civilian Personnel Advisor Service (DCPAS), Defense Human Resources Activity. Mr. Weaver is responsible for the oversight of Classification, Compensation, Recruiting, Staffing, and Workforce Restructuring policies and programs for the Department of Defense (DoD). He is responsible for a broad spectrum of civilian staffing policies and programs to include those relative to the employment of veterans, military spouses, dual status military technicians, as well as overseas employment and rotation. Mr. Weaver is responsible for DoD's classification appeals program and oversees policy on civilian pay and leave, to include numerous pay flexibilities and incentives. In the area of workforce restructuring, he oversees DoD's Priority Placement Program, provides workforce transition assistance to DoD commanders and managers, and provides oversight for the Department's Voluntary Separation Incentive Pay and Voluntary Early Retirement Authority authorities, along with other workforce shaping tools.

Previously, Mr. Weaver served as the Director of the Field Support Center for the Defense Contract Management Agency (DCMA). In this capacity, he was responsible for developing and leading a human resources operation for the DCMA geographically dispersed workforce, to include providing human capital advice and guidance to DCMA leadership on the application of applicable laws, policies, regulations and directives in the areas of staffing, classification, manpower and labor/employee relations and Senior Executive program management. Prior to this, Mr. Weaver served as the Customer Account Manager for the Defense Logistics Agency (DLA) – Aviation in Richmond Va. providing the full spectrum of operational human resources servicing in the areas of staffing, recruitment, classification, and labor/employee relations.

Mr. Weaver began his career in September 1989 as an Aircraft Structural Maintenance Craftsman in the U.S. Air Force, assigned to the 39th Special Operation Wing, RAF Woodbridge, United Kingdom. In 1996, Mr. Weaver separated from active service and began his civilian service career as an Aircraft Sheet Metal Mechanic with the Air Force Logistics Center at Tinker AFB OK. During this time, Mr. Weaver maintained his military service with the Air Force Reserves, retiring in December 2011 with more than 22 years' service.

In September 2003, Mr. Weaver was selected for the Air Force Palace Acquire Intern program in Civilian Personnel assigned to McGuire AFB New Jersey where he received specialized training, education, and rotational assignments in recruitment/placement, classification, and employee relations. After successful completion of the program, Mr. Weaver was permanently assigned to Hulburt Field AFB in Fort Walton Beach Fl., and later Blue Grass Army Depot before moving to DLA.

Mr. Weaver earned a Bachelor of Science in Human Resource Development from Mount Olive College, and a Master of Science in General Administration from Central Michigan University. In addition, Mr. Weaver has attended the Senior Executive Fellows Program at Harvard University.