

# Defense Civilian Personnel Advisory Service



\*DASD (CPP)  
 Anita Blair

\*Director, DHRA  
 Bill Booth



Technical Director  
 Allen Brooks

\*Director, DCPAS  
 Michelle LoweSolis

Chief of Staff  
 Henry Smith

Executive Officer  
 Todd Charette

Strategic Communications  
 Helen Shansby

\*Deputy Director, DCPAS  
 Daniel Hester

## Directorates

## Special Offices



Associate Directors  
 Joe Thompson - Acting  
 Darby Wiler

- Program Evaluation & Accountability
- Competency Assessment
- Workforce Forecasting
- Planning & Shaping
- Human Capital Framework
- Management
- Employee Engagement/FEVS

Associate Directors  
 Aquila Stewart  
 Bobby Winn  
 Melissa Lalonde  
 Desiree Seifert

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

Associate Directors  
 Itzel Santana  
 Karl Fendt

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

Associate Directors  
 James Buchman  
 Jimmie Vaughn  
 Angela Richardson

- 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
- EMTC – Southbridge

Associate Directors  
 Loretta Washington  
 Laura Stanley

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

- Manage Executive Performance Appraisal Tool
- Manage Defense Talent Mgmt System
- Executive Mgmt Training
- Develops Policies for Executive Performance Mgmt, Talent Management, Executive development
- Executive Advisory Svcs

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

- Financial Ops
- Contract Execution
- Personnel Mgmt
- Workforce Policies
- Awards Boards
- Workforce Talent Development
- Facilities/Space Mgmt
- Ratings Scheme
- Alert Roster
- MOAs

- Civilian Expeditionary Policy
- Oversee Force Pool Requirements
- Coordinates SES deployment Requirements
- GFM Advisor/Planner
- Sourcing Advisor

\* Annotates Senior Executive Service Member