

# Agency Continues Army Partnership

Mark Woodbury | DCMA Public Affairs



From left: Cliff Dickman, Army Civilian Human Resources Agency deputy director, and Charlie Williams, Jr., Defense Contract Management Agency director, sign a memorandum of agreement extending the partnership to provide human capital assistance from CHRA to DCMA.

## When it comes to anniversaries, it's traditional to give a gift of gold to partners reaching the 50-year

milestone and silver for those celebrating 25 years together. The Defense Contract Management Agency and the Army's Civilian Human Resources Agency marked their five-year partnership with a memorandum of agreement signing ceremony April 30.

Charlie Williams, Jr., DCMA director, and Cliff Dickman, CHRA deputy director, recognized the anniversary and pledged to continue the partnership for another five years. Although the memorandum covers five years, the agreement is considered a "living document" to be reviewed yearly by both agencies to ensure the appropriate level of personnel support is provided.

Through the agreement, CHRA provides civilian human resources support to DCMA in areas such as: position classification, recruitment and staffing advice, recruiting for vacancies and personnel action processing. CHRA also is responsible for management and advisory services if DCMA requires a reduction in force, overseeing entitlements and providing required processing, counseling and advice as well as assistance with the employee

benefits program and maintenance of personnel records and files.

Williams said he is excited about continuing to partner with CHRA and reaffirmed their commitment to process improvements rather than resting on past successes.

"This is why we are working hard in several areas but particularly focusing on the hiring process," said Williams. "We both agree that it takes entirely too long to bring personnel on board, and we have to work together to improve the process."

DCMA held a Lean Six Sigma continuous process improvement event on the hiring process and examined the initiatives identified by the White House and the Office of Personnel Management to improve personnel management processes.

Barbara Panther, CHRA director, said she was committed to ensuring that CHRA provides the civilian HR services that DCMA deserves and improving an already good working relationship.

Williams said over the past five years, CHRA has worked with the agency to overcome several personnel challenges and consistently provided excellent support, something he is sure will continue in the next five years.

"There have been three realignments of which two were major — the 2006 product restructuring, the current geographical realignment and the conversion into, and out of, the National Security Personnel System; two Voluntary Early Retirement Authority opportunities; and the ongoing Base Realignment and Closure of the headquarters activities," said Williams.

The CHRA team has processed 12,561 fill/recruit requests for personnel actions, issued 11,753 referral lists and processed 18,149 realignment actions in support of DCMA between April 2005–March 2010.

"CHRA is very excited to have an opportunity to continue our partnership with DCMA," Panther said. 

*Some information and story idea provided by Wendy Ellis, DCMA Human Capital*

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— Barbara Panther, Army Civilian Human Resources Agency director