

From the Assistant G-1 (Civilian Personnel Policy) to our Stakeholders:

FY03 was a year of achievement for us. We centralized our corporate databases, deployed 11i, fielded improved staffing tools, and implemented the Activity Based Costing System. We participated in the reform of the civilian personnel system – and the changes that will come about will alter the way we do business for a long time. The bottom up review of our business processes allowed us to reduce our tasks by 32%. We reduced headquarters staff by 108 spaces, and moved operational functions and consolidated command and control of our Operations and Advisory Centers to the Civilian Human Resource Agency (formerly the Civilian Personnel Operations Center Management Agency). The Office of Personnel Management is using our workforce analysis and forecasting approach as part of the E-Gov Initiative.

Our contribution to Army's overall mission is demonstrated by how well and how fast we shape, structure and distribute the civilian workforce. Last year Civilian Human Resource (CHR) professionals processed over 941,800 personnel actions and filled over 72,200 civilian positions. Our average time to fill a job is down from 77 days at the end of FY98 to 50 days at the end of FY03. The Southwest region filled jobs within the continental United States fastest with an average fill time of 43 days. The Northeast region filled the most jobs – over 11,600. We accomplished this with 48% fewer CHR professionals than we had in FY90. Clearly we are better supporting the Army than ever before.

Finally, we are doing our part to win the global war on terror. With nearly 50% of Army forces engaged in combat, we have CHR employees deployed in Iraq and Kuwait and are assisting the Coalition Provisional Authority in filling jobs in Iraq. Winning the global war on terror is our top priority and it is non-negotiable. CHR professionals remain on high alert - relevant and ready to do whatever it takes to meet the challenges that come our way to win this war. We will succeed because we have what it takes to get the job done.



David L. Snyder

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