

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

As I write this year's message, we continue to be an Army and nation at war, fighting to protect ourselves and democracy from threats of terrorism. The Civilian Human Resources (CHR) issues we face in these trying times are not simply "our" issues. What we do impacts not only the total Army Civilian Corps, but also our great nation as well. The issues below come as no surprise – they represent our top priorities.

The Global War on Terrorism (GWOT) has caused us to re-think the way we do business. We help our civilians deploy and embed with Soldiers more frequently, in larger numbers, and for longer periods. In some cases, civilians have made the ultimate sacrifice. We must never forget this.

The National Security Personnel System (NSPS) is arguably the most significant change to CHR across the department in over 120 years, directly affecting the worklife of Army's 250,000 civilians. As you have demonstrated, leadership engagement is key to implementing and transforming to NSPS.

The Base Realignment and Closure (BRAC) presents complicated problems that require us to provide innovative, creative solutions. We are dedicated to managing the downsizing and workforce reshaping humanely and efficiently, using every possible resource to make the transition process easier.

The return of the many thousands of military personnel to CONUS as part of the Global Defense Posture Strategy (GDPS) over the next decade will have major impact on the Civilian Corps, our services, and our structure.

We continue to Build the Bench and develop our future "Civilian Pentathletes". The long-term, sustainable solutions we need for the challenges we face require us to make the investment in multi-skilled, multi-functional individuals who will make up the officer component of the Civilian Corps. We must invest in the best.

In closing, let me say that I am proud to serve as your Assistant G-1 for Civilian Personnel, today and everyday. Together we make CHR a strong program. Thank you for your outstanding contribution to the Army.



Melinda McMillon Darby

Civilian Soldiers Supporting America's Soldiers