

*From the Deputy Assistant G-1 (Civilian Personnel):*

**D**espite pledges of various administrations to simplify the hiring system, it grows more complex every day. In recent years the number of personnel systems have increased (e.g., NSPS, lab demos, DCIPS); new hiring authorities and changes in veteran's and spouse preference programs have created additional complexity and workload; and efforts to enhance the strategic planning capability of the Department have placed new demands and competency requirements on the Civilian Human Resource community.

At the same time the Army civilian population has grown due to continued global conflicts, new programs designed to take better care of soldiers and families, and in-sourcing of work previously done by contractors. The number of jobs to be filled has also increased due to base realignments and closure, baby boomer retirements, attrition, and competencies required to meet mission.

Against this backdrop I am pleased to present our Civilian Human Resources (CHR) FY08 Annual Evaluation for your review. Throughout FY08, the record shows that we continued to provide our stakeholders with consistently high-levels of service. We have performance metrics for all aspects of our CHR processes, and we are working to increase the integration of these metrics into enterprise-wide systems that provide senior military and civilian leaders the workforce analytics and information they need to make more informed business-based decisions. We are committed to continual improvement of our existing processes for managers, employees and applicants and their satisfaction with the quality of candidates and the timeliness of service.

Thank you for your continued support every day. You are a dedicated cadre of civilian human resource professionals, who, like much of the service, are stressed by the significant demands placed on them the last few years. You clearly understand the importance of the work you perform and continue to deliver measurable results that are impressive.

  
Tony Whitehouse

*Army Civilian Corps – Army Strong*