

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

Each year we conduct a program evaluation as part of our overall Civilian Human Resource (CHR) planning and evaluation. As I write this foreword to the *CHR FY09 Annual Evaluation*, our country continues to face enormous challenges ranging from revitalizing our economy to supporting global harmony. Our focus reflects the challenges of the current environment, as we remain steadfast in our strategic vision to build and shape a Civilian Corps that best meets the Nation's demands at best value. The following essential mission requirements incorporate all aspects of the CHR Lifecycle Functions, and, from a corporate perspective, reflect our top priorities:

- Implement Base Realignment and Closure (BRAC)/Joint Basing Initiatives
- Successfully execute in-sourcing goals and optimize the Department's military, civilian, and contractor mix
- Terminate the National Security Personnel System (NSPS)
- Execute DoDI 1400.25 Strategic Human Capital Planning
- Use Army civilian employees to assume military tasks, either through the newly formed Civilian Expeditionary Workforce (CEW) or through conversion of military to civilian positions
- Meet mission requirements to support engagements in Iraq and Afghanistan
- Successfully prepare for and ensure readiness in a dynamic and rapidly changing Threat Environment
- Continue to care for Wounded Warriors

I am pleased to present to you the *CHR FY09 Annual Evaluation*. In it you will find CHR program area accomplishments and key operating performance metrics – everything from the effectiveness of personnelists and managers to the morale, quality, and representation of the workforce. Most of all, this report is about our CHR community – who we are, what we do, how we fit in, and what we value.

Thank you for your continued support every day. I am proud of the work you have done for the Army. Together we have made CHR the strong, vital, and relevant program it is today.


Tony Whitehouse

Army Civilian Corps – Army Strong