

DEPARTMENT OF DEFENSE



Civilian Personnel Management Service



EXCELLENCE
COMMITMENT
LEARNING COOPERATION
INTEGRITY INNOVATION

Our mission is to develop and implement innovative human resource management solutions that enable our customers – leaders, managers, and employees throughout the Department of Defense (DoD) – to ensure the DoD civilian workforce is ready and able to effectively support the Warfighter and the national security mission.

We support the strategic direction and priorities of DoD under the Defense Human Resources Activity, Deputy Under Secretary of Defense (Civilian Personnel Policy), and the Under Secretary of Defense (Personnel & Readiness). We develop customer-oriented products and services to ensure DoD has:

- highly skilled leaders
- a diverse, highly-capable civilian workforce
- a high-performing culture
- consistent, enterprise-wide human resources management support

Our vision is to be recognized as:

- the authoritative source for enterprise-wide civilian human resources management information
- thought leaders – leading initiatives that deliver 21st century services and solutions that enable our human resources workforce to overcome the challenges DoD faces
- a collaborative innovator for human resource initiatives

Our Values

Excellence in Service

Commitment to Duty

Innovation, Creativity and Resourcefulness

Cooperation and Respect

Continuous Learning

Impeccable Integrity

What We Do

WE ENSURE THE DEPARTMENT:

- has a system and programs in place to develop highly-skilled civilian leaders
- provides human resource practitioners with the proper tools, guidance, and technical support to develop strategic competencies and to deliver solutions in the areas of benefits and entitlements, classification and pay, labor and employee relations, and staffing and workforce development
- has policies and programs related to stability of employment that support management's ability to restructure organizations and the Department's commitment to its employees
- has pay schedules and special salary rates that support recruitment needs
- is promoted as an employer of choice and recruitment by the Components is supported to meet the workforce needs
- has the necessary support and appropriate information to resolve discrimination complaints and employment disputes
- promptly provides its civilian employees with benefits under the Federal Employees' Compensation Act (FECA) and Unemployment Compensation for Federal Employees (UCFE)

WE ARE RESPONSIBLE FOR:

- developing and implementing new legislation, policy, and initiatives pertaining to civilian personnel policy, to include the nonappropriated fund; training and development; emergency preparedness; senior executive resources program; and, organizational development and change management
- annually assessing the enterprise-wide DoD Civilian Human Capital Accountability System (CHCAS)
- implementing a structured competency-based strategic human capital planning approach to managing the civilian workforce and building a Civilian Expeditionary Workforce that is trained and cleared for rapid response and quick assimilation into new environments
- developing state-of-the-art customer-focused technology and enterprise-wide business solutions; working to align with and support the Federal HR Lines of Business (HR LOB) and the DoD Civilian Human Capital Plan; providing knowledge management services; and delivering enterprise solutions to support the human resource community and the DoD workforce in achieving civilian human capital goals.



We develop state-of-the-art customer-focused technology and enterprise-wide solutions such as HR Management and Personnel Processing Tools — work to align with and support the Federal HR Lines of Business (HR LOB) and the DoD Civilian Human Capital Plan — provide knowledge management services — and deliver enterprise solutions to support the HR community and the DoD workforce in achieving civilian human capital goals.

Our Products and Services

Audits and Accountability
Building and Sustaining Civilian Expeditionary Workforce
Enterprise-wide Automation Solutions
Human Resource Solutions
Injury and Unemployment Compensation
Investigations and Resolutions
Leader Development
Nonappropriated Fund Human Resource Policy
Pay, Benefits, and Employee and Labor Relations Advisory Services
Pay Schedules
Policy and Strategy Support
Priority Placement
Recruitment Assistance
Wage and Salary Information



FOR MORE INFORMATION

Visit our Web site at:
<http://www.cpms.osd.mil>