

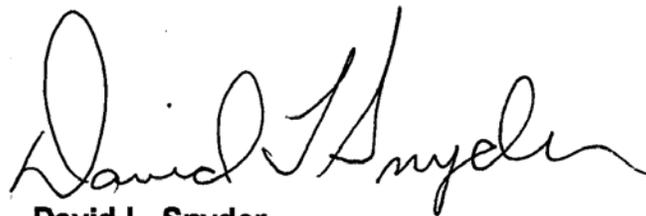
From the Assistant G-1 (Civilian Personnel Policy)

FY02 was a landmark year for us. We were the first to deploy the Modern Defense Civilian Personnel Data System. We closed two Civilian Personnel Operations Centers, realigned their servicing boundaries and transferred more than 90,000 personnel folders. Our civilian Army Benefits Center became fully operational. All of these changes were made to enhance productivity, leverage technology, mirror best business practices, and, above all, better support the Transformed Army.

Rapid response to Army's expanding missions by shaping, structuring and distributing the civilian workforce is our primary goal. We will continue to track how fast we fill jobs because filling jobs fast is what our customers want most from us. Last year we filled over 68,000 civilian positions. Our average time to fill a job is down from 77 days at the end of FY98 to 58 days at the end of FY02. We accomplished this with 51% fewer CHR professionals than we had in FY90. No doubt we will continue to improve as we further streamline our business processes, build automation strength, and strategically manage and develop the civilian workforce.

Whatever challenges come our way - resolving funding shortfalls, fielding systems, supporting personnel reform, or revitalizing the workforce – we will succeed because our people are the Army's most valuable asset. We have what it takes to get the job done - honor, loyalty, courage, integrity, mental agility, adaptability, sound judgment, technological ingenuity and an understanding of the many diverse cultures with which we interact.

This report is about our CHR community - who we are, what we do, what we value.

A handwritten signature in black ink that reads "David L. Snyder". The signature is fluid and cursive, with a large initial "D" and "S".

David L. Snyder

Army Civilian Human Resource Professionals – Helping Leaders Meet the Mission