



Tips and Tidbits
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SUBJECT: CPAC Transformation

The Department of the Army (DA), Assistant G-1 (Civilian Personnel) (AG-1 (CP)) has been transforming the AG-1 (CP) and the former Civilian Human Resources Agency (CHRA) for the last two years. From 1 July 2006 through 31 December 2006, the initial phase of the transformation involved realigning the staffing and classification functions being performed in the CPOC to the CPACs listed below [which were selected to participate in the pilot program].

- Great Lakes & Ohio River Division (LRD) CPAC
- Fort Drum CPAC
- Detroit Arsenal CPAC
- Jacksonville District CPAC
- Fort Huachuca CPAC
- Area IV CPAC (Daegu, South Korea)

Under the pilot program the CPACs were responsible for receiving the Request for Personnel Actions (RPAs); preparing and issuing recruiting announcements; receiving, rating, and ranking applications; issuing referral lists; advising applicants of their status; answering inquiries from applicants; extending job offers; and, classifying position descriptions (PDs).

The goal of the pilot program was to enhance the CPAC's strategic partnership with their Commanders, provide improved customer service, improve business processes/eliminate redundancy, improve quality as defined by our customers, provide one-stop service - one HR "Face," preserve what is working, and take care of people. The pilot program was judged to be a success and the CPACs involved in the pilot became provisional organizations.

On 29 January 2007, the AG-1 (CP) provisionally implemented Phase One of their transformation plan and deactivated CHRA, created the Program Management Directorate within AG-1 (CP), stood up the East and West Regions, and shifted resources from the CPOCs to the CPACs at co-located sites. In short, they started redistributing their assets to enable more on-site service to Commanders and employees.

During the June 2007 Army Civilian Human Resources Professional Development Symposium, the Regional Directors, Area Managers, CPOC Operations Managers, and CPAC Chiefs, who attended the symposium, provided input from the practitioner's perspective on the final transformation plan. Consequently, the decision was made to implement

Phase Two of the transformation plan on 5 August 2007. As a result, the staffing and classification functions currently being performed at the CPOC will become CPAC functions. Additionally those employees at the CPOCs performing those functions will work virtually for one of the the CPACs from their CPOC locations.

With the exception of Defense Civilian Personnel Data System (DCPDS) input and maintenance of the official personnel folders (OPFs), which will remain at the CPOC, **all** functions, previously designated as CPOC tasks, will be performed by a Fort Benning CPAC employee. Basically, we will function like the old Civilian Personnel Offices (CPOs) did.

We will handle the added responsibilities initially through a provisional organization which will consist of a forward component (located at Fort Benning) and a rear component (located in Huntsville). All assets at each site will be dedicated exclusively to the Fort Benning stakeholders.

This transformation will necessitate a lot of training and assumption of duties that heretofore were universally accepted as being CPOC HR applications; however, I am convinced that the end result, achieved initially through a provisional organization and eventually via the final CPAC organization, which will consist of *all* assets located on ground, will be a transformed and streamlined CPAC better able to meet your needs.

Additional information will be regularly disseminated. Please contact me with your questions

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