Public Hearings

Public Service

Improving Basic Hiring Processes

MAY 15, 2019

Program 9:00 A.M. - 12:00 P.M.

Opening Statement and Remarks
Vice Chair Mark Gearan

Panelists Testify

Panelist Q&A
(two rounds of questions directly from Commissioners)

Public Comments
(individuals will have two minutes to relate their comments)

Closing Statement
Vice Chair Mark Gearan

COMMISSIONERS

- The Honorable Dr. Joseph Heck, Chairman
- The Honorable Mark Gearan, Vice Chair for National and Public Service
- The Honorable Debra Wada, Vice Chair for Military Service
- Mr. Edward Allard III, Commissioner
- Mr. Steve Barney, Commissioner
- The Honorable Dr. Janine Davidson, Commissioner
- The Honorable Avril Haines, Commissioner
- Ms. Jeanette James, Commissioner
- Mr. Alan Khazei, Commissioner
- Mr. Thomas Kilgannon, Commissioner
- Ms. Shawn Skelly, Commissioner

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BIOGRAPHIES

MELISSA BRYANT, CHIEF POLICY OFFICER, IRAQ AND AFGHANISTAN VETERANS OF AMERICA (IAVA)
Melissa Bryant is the Chief Policy Officer for IAVA. She leads IAVA’s policy division, overseeing the legislative, research, and intergovernmental affairs departments. Melissa spearheads the development of the annual policy agenda and advocacy campaigns in collaboration with IAVA leadership, and leads IAVA’s engagement with the White House, government departments and agencies, particularly the Departments of Defense and Veterans Affairs, Veteran and Military Service Organizations, and advocacy organizations. A former Army Captain and Operation Iraqi Freedom combat veteran, Melissa has an extensive record of public service, having served on both active duty and in the civil service as an intelligence officer prior to joining IAVA. A plans, policy, and operations expert with 15 combined years of experience in the federal government, she has served in key leadership positions with the Defense Intelligence Agency, the Joint Staff, the United States Military Academy, and Army Intelligence. She was successful in building “coalitions of the willing” to advance operational and strategic objectives while developing and implementing plans and policy for the defense and intelligence communities. Melissa is an ROTC Distinguished Military Graduate and holds a Bachelor of Arts degree in Political Science cum laude from Hampton University, is an alumna of Howard University School of Law, and also holds a Master of Arts in Policy Management from Georgetown University.

BRETT HUNT, EXECUTIVE DIRECTOR OF PUBLIC SERVICE ACADEMY, ARIZONA STATE UNIVERSITY (ASU)
Brett Hunt is the Michael M. Crow and Sybil Francis Executive Director of the Public Service Academy at ASU. Born and raised in Globe, AZ he is a veteran of the US Army where he served domestically and as part of the invasion force into Iraq and then for the subsequent occupation. He went on to serve as a Foreign Service Officer in Mexico before returning to Arizona to raise his family where he worked in the private sector before coming to launch the Public Service Academy at ASU in 2015. He lives in central Phoenix and is married to the former Lindsey Rousseau of Phoenix and has three children; Isabel, Stanley and Elsie.

KIMBERLY HOLDEN, DEPUTY ASSOCIATE DIRECTOR, EMPLOYEE SERVICES, TALENT ACQUISITION AND WORKFORCE SHAPING, U.S. OFFICE OF PERSONNEL MANAGEMENT (OPM)
Kim has dedicated over 30 years in public service and was appointed to the Senior Executive Service in September 2006. Kim serves as the Deputy Associate Director for Talent Acquisition and Workforce Shaping at the Office of Personnel Management (OPM). In this capacity, she leads the Federal government’s efforts to recruit and hire America’s “best and brightest” to meet the challenges of the 21st century government. She manages the design, development, and promotion of the merit-based employment tools, flexibilities, policies, and programs that Federal agencies use to hire high quality employees from diverse backgrounds. Kim’s focus at OPM also includes providing government-wide oversight of classification, assessment, and qualification policy. Prior to her appointment at OPM, Kim served at the Department of Health and Human Services (HHS), Food and Drug Administration (FDA) as the Assistant Commissioner for Management. Kim began her Federal career in 1984, with the Department of Labor, Mine Safety and Health Administration (MSHA) as a Federal Junior Fellow. Kim holds a Bachelor’s Degree in Public Administration from the University of the District of Columbia.

JACQUELINE SIMON, PUBLIC POLICY DIRECTOR, AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES (AFGE)
Jacqueline Simon is the Policy Director of the American Federation of Government Employees, AFL-CIO (AFGE), the largest union of federal government workers. Educated as an economist, Ms. Simon represents AFGE members on numerous federal advisory boards including the President’s Federal Salary Council, the Federal Prevailing Rate Advisory Committee, the Employee Thrift Advisory Committee, and the Federal Employee Health Benefits Advisory Committee. Ms. Simon has testified before Congress on a wide array of issues including Social Security, federal retirement, federal pay, tax and budget policy, federal procurement, VA health care and federal civil service protections.

MAX STIER, PRESIDENT AND CEO, PARTNERSHIP FOR PUBLIC SERVICE
As the founding president and CEO of the Partnership for Public Service, Max has overseen the creation and growth of a network connecting more than 1,000 colleges and universities with 80 federal agencies; a center focusing on the presidential transition; an awards program that recognizes exceptional civil servants for their extraordinary accomplishments; annual rankings that examine employee engagement; numerous leadership development programs; and more. Before coming to the Partnership he worked in each of the three branches of federal government. In the summer of 1982, he served on the personal staff of Congressman Jim Leach. In 1992, he clerked for Chief Judge James Oakes of the United States Court of Appeals for the Second Circuit, and in 1994 for Justice David Souter of the U.S. Supreme Court. Between these two positions, he served as special litigation counsel to Assistant Attorney General Anne Bingaman at the Department of Justice. In 1995, Stier joined the law firm of Williams & Connolly, where he practiced primarily in the area of white-collar defense. And in his most recent federal position, Max served as the deputy general counsel for litigation at the Department of Housing and Urban Development (HUD). While in the executive branch, Max realized just how much influence great leaders have on improving their organizations. While at Justice, he started a paralegal program modeled after the private sector and watched as an influx of talented young graduates energized and transformed the agency’s culture. His HUD experience underscored that skillful leaders also have a potent role in making a difference for the American public. Max’s favorite fed is Teddy Roosevelt who, along with his many other accomplishments, is the father of the civil service.