



## **NATIONAL COMMISSION ON MILITARY, NATIONAL, AND PUBLIC SERVICE**

### **Public Minutes of May 2019 Commission Meeting**

The National Commission on Military, National, and Public Service (the Commission) held a meeting on May 15-17, 2019, in Arlington, VA. Portions of this meeting concerned organizational and other pre-decisional and deliberative matters and were closed to the public pursuant to Public Law 114-328, section 554(b)(3).

#### **Attendance**

Commissioners present:

- Mr. Edward Allard
- Mr. Steve Barney
- The Honorable Mark Gearan (serving as Acting Chair on 5/15 and 5/17)
- The Honorable Avril Haines (except morning of 5/15)
- Ms. Jeanette James
- Mr. Alan Khazei
- Mr. Thomas Kilgannon
- Ms. Shawn Skelly
- The Honorable Debra Wada (serving as Acting Chair on 5/16)

Commissioners absent:

- The Honorable Dr. Janine Davidson
- The Honorable Dr. Joseph Heck

Staff present:

- Kent Abernathy, Executive Director
- Paul Lekas, General Counsel
- Jill Rough, Director of Research and Analysis
- Keri Lowry, Director of Government Affairs and Public Engagement
- Peter Morgan, Director of Operations
- Other Commission staff

*May 15, 2019*

**Business Meeting**

The Commission convened in a conference room at the Partnership for Public Service in Washington, D.C., shortly after 0805 ET. All Commissioners were present, except for Chairman Heck, Dr. Davidson, and Ms. Haines. Prior to the meeting, Chairman Heck had appointed Vice Chair Gearan and Vice Chair Wada to serve as Acting Chair. Acting Chair Gearan moved to close this and other business meetings to occur on May 15-17, 2019, because pre-decisional and organizational matters would be deliberated. A motion was made and seconded, and all Commissioners present agreed.

Acting Chair Gearan moved to approve minutes from the April 2019 Commission meeting. The Commission voted unanimously to approve the April 2019 minutes with minor clarifications and technical edits.

Kent Abernathy, Executive Director, reviewed the agenda for the May meeting. He then provided an overview of the agenda for the June meeting and plans for the July meeting.

Brian Collins, Team Lead for Public Service, then briefed the Commission on the day's public hearings.

The session concluded at 0850 ET.

**Public Hearing: Improving Basic Hiring Processes**

From 0900 to 1200 ET, Commissioners held a public hearing titled "Improving Basic Hiring Processes." Testifying as part of this hearing were Melissa Bryant, the Chief Policy Officer of Iraq & Afghanistan Veterans of America; Kimberly Holden, the Deputy Associate Director of Employee Services, Talent Acquisition and Workforce Shaping at the Office of Personnel Management; Brett Hunt, the Executive Director of the Public Service Academy at Arizona State University; Jacqueline Simon, the Public Policy Director of the American Federation of Government Employees; and Max Stier, the President and CEO of Partnership for Public Service. A live stream of the hearing was made available on the Commission's Facebook and YouTube pages.

**Public Hearing: Critical Skills and Benefits**

From 1300 to 1600 ET, Commissioners held a public hearing titled "Critical Skills and Benefits." Testifying as part of this hearing were Terry Gerton, the President and CEO of the National Academy of Public Administration; Eddie Hartwig, the Deputy Administrator of the U.S. Digital Service; Travis Hoadley, a Senior Advisor to the Chief Human Capital Officer at the Department of Homeland Security; Jessie Klement, the Staff Vice President of Advocacy of the National Active and Retired Federal Employees Association; and Elizabeth Kolmstetter, the Director of Talent Strategy and Engagement of the National Aeronautics and Space Administration. A live stream of the hearing was made available on the Commission's Facebook and YouTube pages. Ms. Haines joined the Commissioners for this hearing.

*May 16, 2019*

## **Business Meeting**

The Commission convened at the Partnership for Public Service in Washington, DC, at 0820 ET with Vice Chair Wada presiding as Acting Chair. All Commissioners were present, except for Chairman Heck and Dr. Davidson. Amy Schafer, Team Lead for Military Service, briefed the Commission on the day's public hearings. The meeting ended at 0835 ET.

## **Public Hearing: Continuum of Service: Fostering Critical Skills and Creating new pipelines**

From 0900 to 1200 ET, Commissioners held a public hearing titled "Continuum of Service: Fostering Critical Skills and Creating New Pipelines." Testifying as part of this hearing were Nicole Camarillo, the Executive Director of Talent Acquisition and Management Strategy for the U.S. Army Cyber Command; Dr. David Chu, the President of the Institute for Defense Analyses; Dr. Sharon Hamilton, the Director of Liaison and Military Operations of the Institute for Leadership and Strategic Studies at the University of North Georgia; Katherine Kidder, a Political Scientist at RAND; and Raj Shah, the Co-Founder of Arceo.ai. A live stream of the hearing was made available on the Commission's Facebook and YouTube pages.

## **Public Hearing: Increasing Awareness Among Young Americans & Lessening the Civil-Military Divide**

From 1300 to 1600 ET, Commissioners held a public hearing titled "Increasing Awareness Among Young Americans & Lessening the Civil-Military Divide." Testifying as part of this hearing were CJ Chivers, an author and journalist with the *New York Times*; Dr. Lindsay Cohn, a Professor at the U.S. Naval War College; Ernie Gonzales, the former Director of Youth Outreach Programs for the DoD Office of the Assistant Secretary of Defense for Manpower and Reserve Affairs; Dr. Kathleen Hicks, the Senior Vice President and Director of the International Security Program at the Center for Strategic and International Studies; and Mr. Anthony Kurta, performing the duties of the Deputy Under Secretary of Defense for Personnel and Readiness at DoD. A live stream of the hearing was made available on the Commission's Facebook and YouTube pages.

**May 17, 2019**

## **Business Meeting**

The Commission reconvened at 0800 for a quick review of the June schedule. All Commissioners were present, except for Chairman Heck and Dr. Davidson.

## **Public Hearing Debrief**

The Commission then moved to a deliberation regarding the four hearings on May 15 and May 16. All Commissioners, except for Chairman Heck and Dr. Davidson, participated in the meeting. The first portion of the discussion focused on the public service hearings. The second portion of the discussion focused on the military service hearings. The session concluded at approximately 1100 ET.

## **Deliberation: Preparations for Final Report**

From 1115 to 1200 ET, Dr. Rough moderated a discussion about preparations for the Final Report.

**Executive Session**

Beginning at 1200 ET, Commissioners held an executive session outside the presence of staff.

**Preparation for June Hearings**

Commissioner Haines, assisted by staff, briefed the Commission on content issues relevant for the June 2019 hearings. This session lasted from 1300 to 1530 ET. Following the session, the Commission concluded its May hearing.

Prepared by Paul Lekas, General Counsel

Adopted by the Commission on June 19, 2019