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## **Sara B. Ratcliff**



### **Senior Advisor, Human Capital Corporate Directorate for Information Dominance**

Sara B Ratcliff was named the Senior Advisor for Human Capital for the Corporate Directorate, Deputy Chief of Naval Operations, Information Dominance (N2/N6) in June 2010. She is a graduate of the University of North Carolina at Chapel Hill.

Mrs. Ratcliff's federal service began on Capitol Hill in 1980 where she spent eight years, mostly on the House Appropriations Committee. She authored the Performance Management and Recognition System (PMRS) legislation creating relocation services for federal executives, leave bank and leave sharing benefits for civil servants, and revised federal rules for employees facing RIFs. Mrs. Ratcliff joined the US Air Force Secretariat staff as a Personnel Management Specialist and developed telework guidelines and led efforts to attach special pay rates to the Federal Employee Pay Comparability Act. Subsequently, she served as Deputy Director of Policy at the US Office of Personnel Management.

In 1990 she was named Deputy Assistant Secretary of Defense for Civilian Personnel Policy and Equal Opportunity (DASD (CPP/EO)). Leading policy and strategy for DOD's then 1.2 million civilians, she directed the Department's 5 year strategic civilian drawdown plan to reduce civilian end strength by 20%. She led the creation of the Civilian Assistance and Re-employment (CARE) initiative for transitioning employees. Her office stood up the Defense Outplacement Referral Services (DORS) to assist displaced DOD civilians find federal positions in non-DOD agencies. During her tenure, the Defense Civilian Personnel Management Service and the Defense Civilian Personnel Data System were created, the Executive Leadership Development Program (ELDP) was launched, and Civilian Intelligence Performance Management System (CIPMS) was revised. On the Equal Opportunity side of her office, she managed the Defense Equal Opportunity Management Institute and was involved with revisions to DOD's sexual harassment policy.

After federal service, Mrs. Ratcliff created a private sector executive search firm The Ratcliff Company, Inc. recruiting top talent for major national corporations.

Mrs. Ratcliff was recognized with the Secretary of Defense Medal for Outstanding Public Service, The Department of the Army's Outstanding Civil Service Medal, the Senior Executive Association's Distinguished Service award and DOD's Desert Shield/Desert Storm service medal.

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