
Sandra Ringer Mendoza



Director, Human Resources Policy and Programs Office of Civilian Human Resources

Appointed to the Senior Executive Service (SES) in February 2015, Ms. Sandra Ringer Mendoza currently serves as the Director of HR Policies and Programs for the Department of the Navy (DON), Office of Civilian Human Resources (OCHR). As Director, HR Policy and Programs, she is responsible for managing the development and delivery of civilian human resources management policy for the Department of the Navy (DON) enterprise. In that capacity, she directs the implementation of strategies and assessment of policies, programs and activities required to attract, train, motivate and retain a civilian workforce of appropriate quality, quantity and diversity for the DON. She is the senior authority for HR policy and provides policy development, program management, oversight and direction in HR functions including strategic human capital planning, staffing and placement, position classification and position management, compensation, employee development, employee/labor relations, and work-life issues to include telework and the Civilian Employee Assistance Program.

Prior to her assignment as the Director of HR Policy & Programs, she was the director of HR Operations, where she led five Operations Centers with a staff in excess of 1000 employees and located in various CONUS locations filling Navy and Marine Corps' vacancies. Additionally, Ms. Ringer Mendoza served as the Director of HR Systems and Analytics, where she was the DON's technical authority and leader for all civilian HR systems, data analytics, common business processes and continual process improvement programs, to include the full compendium of development, delivery and operations.

Ms. Ringer Mendoza was also the Associate Director of the Human Resources Systems and Analytics Department, OCHR where she led the DON's response to and implementation of the OPM-required Pathways Program for students and recent graduates as well as coordinated the DON-wide execution of the 2013 hiring freeze. She served as the OCHR Headquarters external recruitment and overseas employment program manager and was the subject matter expert for policy in the transition out of the National Security Personnel System.

Prior to Ms. Ringer Mendoza's roles in the HR Analytics and Systems Department, she was the Director of Recruitment and Classification for the OCHR Europe Service Center and was instrumental in executing the successful closure of the overseas Center and transition of the work to the United States. Ms. Ringer Mendoza has extensive experience within the Department of Defense that includes assignments with the Department of the Army and Department of the Air

Force. She has also had overseas appointments in the Republic of Panama; London, England; La Maddalena and Naples, Italy; and Incirlik, Turkey and held stateside positions with the Naval Sea Systems Command, United States Marine Corp, and the Air Force Materiel Command.

Ms. Ringer Mendoza holds a Bachelor of Science Degree in Business Administration from Florida State University, a Master's Degree in Human Resources from Troy University and is a 2014 graduate of the Federal Executive Institute. The recipient of the Department of the Navy Meritorious Civilian Service and Superior Civilian Service Awards, Ms. Sandra Ringer Mendoza continues to contribute to the development and growth of the Department of the Navy HR Community.