



DEPARTMENT OF DEFENSE
PENTAGON FORCE PROTECTION AGENCY
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WASHINGTON, DC 20301-9000



August 21, 2008

MEMORANDUM FOR ALL PFPA EMPLOYEES

SUBJECT: PFPA Ombudsman

I'm pleased to announce that on Monday, Aug. 18, Mr. Bradley Weiss joined PFPA as the first Ombudsman for the Agency. He will report directly to the Principal Deputy Director, Mr. Jonathan Cofer. In this role, Mr. Weiss will provide confidential and informal assistance to both PFPA managers and employees to resolve work-related issues, disputes and conflicts. He will also act as a neutral third party to facilitate constructive dialogue between parties and, through the use of conflict resolution techniques, prevent disputes.

This is an important position and program for PFPA since it provides a means for PFPA employees and managers to quickly resolve disputes before going through a formal administrative process. Mr. Weiss will serve as an "early warning" system by alerting senior management to systemic problems in the Agency and offer recommendations for resolving them. Employees will still have the right to submit complaints through formal administrative channels, but the ombudsman can be a first step to resolving these issues quickly before they escalate.

In addition, Mr. Weiss will conduct meetings, briefings, and coaching sessions designed to advise senior management officials, supervisors and employees on how to better resolve conflicts in the work environment. I believe that by increasing our knowledge and skills in this area, we will be a better equipped workforce and, in the long run, more productive.

Mr. Weiss has vast experience in this field to include 17 years at the Library of Congress Dispute Resolution Center, four years as a mediator for the first private dispute management firm in Northern Ohio, and six years as the Director, Cleveland Prosecutor Mediation Program for the City of Cleveland. He has experience resolving disputes among a variety of people to include employees, management officials, police officers, union representatives, and senior-level officials.



Mr. Weiss can start immediately in providing counseling and advice to PFPA employees and managers. Until his office location is finalized, you may contact him at bradley.weiss@pfpa.mil or 703-614-5518.

A handwritten signature in black ink, appearing to read 'S. Calvery', with a long horizontal flourish extending to the right.

Steven E. Calvery
Director