



Biography

Department of the Army



Kelly Smith

**Chief, Labor and Employee Relations Division
Office of the Assistant G-1 for Civilian Personnel
Headquarters, Department of the Army
Fort Belvoir, Virginia**

Ms. Smith currently leads the Labor and Employee Relations Division (LERD) at the Office of the Assistant G-1 for Civilian Personnel (AG-1CP), where she has worked since 2014. She started with AG-1CP as a Labor Relations Specialist before she was selected for the Chief position in April 2018. LERD has responsibility for developing labor relations and management/employee relations policy and guidance for the Department of Army Civilian workforce. LERD's programs include labor relations, discipline/adverse actions, grievances and appeals, hours of work and leave administration, performance management, suitability, telework, and prevention of workplace violence.

Previously, Ms. Smith served as the Employee Relations Team Lead at Washington Headquarters Services, Department of Defense in Alexandria, VA. She worked as a senior LMER Specialist for the Army Civilian Human Resources Agency at the Civilian Personnel Advisory Center (CPAC) supporting the Headquarters, U.S. Army Corps of Engineers in Washington, DC.

Prior to moving to the Washington, DC area, Ms. Smith was an LMER Specialist at the Fort Hood CPAC in Texas. She began her Federal career as an Department of Army LMER Intern at Fort Hood, working in a two-year developmental program in all areas of civilian personnel with a focus on the labor and employee relations functional areas.

Ms. Smith was certified as a Senior Professional in Human Resources (SPHR) in 2015 and completed the Partnership for Public Service's Emerging HR Leaders program in 2017.