EXECUTIVE LEADERSHIP AND CONTINUITY OF GOVERNMENT

Mr. Arnette has supported the Strategic Management of Human Capital by expanding and strengthening the FNS employee development activities. He recommended the Employee Development Executive Board be reconstituted and certified as the senior level oversight and guidance group for employee development initiatives, including the development of individual development plans and utilization of the tuition reimbursement program for all levels of the workforce. He advocated for and secured funding and approval of a nationwide corporate training/development program that provided a central focus for employee development and Human Capital issues. He expanded the “FNS University” to serve as the umbrella for this effort utilizing professional trainers nationwide and providing a markedly new method of offering the Agency’s core curriculum that includes mandatory supervisory training, FNS “101” which introduces FNS programs to all new employees, and Learning Labs offering skill development training available to employees at all levels.

Because the Southeast is a disaster prone region, Mr. Arnette has sponsored annual regional Disaster Preparedness Conferences. Highlights include lessons learned from prior year experience(s), new automated systems for delivering disaster services and an opportunity for attendees to evaluate and promote the “buddy state” backup IT system concept. The meetings resulted in several states entering into multi-state agreements for data exchange to eliminate fraud from dual participation during Disaster SNAP (DSNAP) operations. In addition, the meetings positioned the Southeast Regional Office and its’ states to act on lessons learned when disaster strikes. For example, Mr. Arnette directed the largest disaster events post Katrina. In spring, 2011 six southeast states were Presidentially Declared disaster areas. The Southeast Region maintained communications with those states and monitored their food needs which resulted in the issuance of over $106 million in DSNAP benefits to disaster victims plus $30 million in replacement benefits and $30 million in supplements. All accomplished using the fewest number of on-site federal staff ever. His “lead by example” management style inspired both his own management team, and state agency leadership to meet the needs of thousands of Americans affected by the disasters. Mr. Arnette’s strong leadership is widely recognized and as a result he has been chosen by FNCS leadership to fulfill the role of acting Agency Administrator in order to maintain Continuity of Operations during an emergency or disaster in which FNS headquarters is inoperable. Mr. Arnette will have responsibilities for every aspect of FNS and will direct all the activities of the agency from the FNS Atlanta regional office. To ensure that his office is prepared to support him in that leadership role, he has identified trained and exercised key staff in mission essential functions and capabilities that will support the agency’s mission and continue operations until FNS headquarters can be reconstituted.