



United States
**Office of
Personnel Management**

Office of Communications
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Washington, DC 20415-0001

**JAMES B. KING
DIRECTOR
U.S. OFFICE OF PERSONNEL MANAGEMENT**

James B. King, director of the U.S. Office of Personnel Management, has been involved in policymaking and administration in local, state and national government, and at major universities, for more than 25 years.

King was born in Ludlow, Massachusetts, graduated from American International College in Springfield, Massachusetts, and early in his career taught school and worked in community action.

In 1977 he left his position as a director of the Massachusetts Bay Transportation Authority to enter the White House as a Special Assistant to President Carter for Presidential Personnel. In October 1977, he was appointed to the National Transportation Safety Board and later became its chair, a post he held until January 1982.

King returned to Massachusetts to be an Associate Vice President at Harvard University, and later became a Senior Vice President at Northeastern University in Boston.

He has been a senior advisor to Senators Edward Kennedy and John Kerry of Massachusetts, is a graduate of the Harvard School of Business Administration's program for senior government managers, has been a fellow of Harvard's Institute of Politics, and has been president of the Massachusetts Cultural Alliance. He is a past commander of Disabled American Veterans, Chapter 94, Ludlow, Massachusetts.

King's nomination by President Clinton to serve as the government's top personnel officer was confirmed by the Senate on April 2, 1993. In addition to serving as OPM Director, King is chair of the National Partnership Council, a member of the President's Management Council, and a member of the President's Commission on White House Fellows.

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OFFICE OF THE DIRECTOR

Janice R. Lachance
Director
U.S. Office of Personnel Management

Janice R. Lachance is the Director of the U.S. Office of Personnel Management (OPM). She was sworn in as Director by Vice President Al Gore on December 10, 1997, after a unanimous confirmation by the U. S. Senate on November 9. At the swearing-in ceremony, the Vice President called Ms. Lachance "the voice of fairness for Federal employees and for excellence in government, and a champion of working people everywhere."

The U.S. Office of Personnel Management is the Federal government's human resources agency. While daily providing the American public with up-to-date employment information, OPM ensures that the nation's civil service remains free of political influence and Federal employees are selected and treated fairly and on the basis of merit. OPM supports agencies with personnel services and policy leadership including staffing tools, guidance on labor-management relations, preparation of government's future leaders, compensation policy development, and programs to improve workforce performance. The agency manages the Federal retirement system, as well as the world's largest employer-sponsored health insurance program serving more than nine million Federal employees, retirees and their families. In addition, the agency oversees the Combined Federal Campaign (CFC) through which 4.2 million Federal civilian employees and military personnel raise millions of dollars for charities every year.

As Director, Ms. Lachance oversees the agency's work force of 3,700 employees and has an annual budgetary authority of approximately \$27 billion composed of discretionary and mandatory requirements. She also has responsibility for the administration of the Federal retirement, health and insurance programs totaling about \$488 billion.

Ms. Lachance is the Chair of the National Partnership Council and the President's Task Force on Federal Training Technology. She is also a member of the President's Management Council, the Presidential Task Force on Employment of Adults with Disabilities, the President's Commission on White House Fellows, the President's Interagency Council on Women, the Planning Committee Forum for Health Care Quality Measurement and Reporting, the Inter-Departmental Council for Hispanic Educational Improvement, and the Advisory Committee on Veteran's Employment and Training.

Prior to becoming the agency's Director, Ms. Lachance was appointed OPM's Director of Communications in 1993 and its Director of Communications and Policy from 1994 - 1996, where she was the agency's primary spokesperson with national and local media, and directed media relations, public affairs, marketing and internal communications, overseeing a staff of 24 and a budget of \$2.8 million. Ms. Lachance subsequently served as OPM's Chief of Staff from 1996 - 1997. She was appointed Deputy Director by President Clinton in August 1997 and served briefly in that position before assuming the position of Acting Director.

An attorney, Ms. Lachance's career includes work with Federal agencies, Capitol Hill and labor unions. From 1987 until she came to OPM, Janice Lachance served as the Director of Communications and Political Affairs for the American Federation of Government Employees, AFL-CIO, where she directed the political, media, and public affairs programs for the nation's largest Federal employee union.

Her early career includes extensive Congressional experience, including Communications Director for Congressman Tom Daschle (D-SD), Administrative Assistant to Congresswoman Katie Hall (D-IN), and Staff Director and Counsel for the House Small Business Subcommittee on Antitrust and Restraint of Trade.

Born in Biddeford, Maine, Ms. Lachance holds a Bachelor of Arts degree from Manhattanville College, Purchase, New York, and a law degree from Tulane University School of Law, New Orleans, Louisiana.