

A Message From the Director

U.S. Office of Personnel Management

The Office of Personnel Management (OPM) is the President's agent and advisor for operating and continuously improving the Government's system of human resource management. Simply stated, our role is to assist Federal agencies to get the *right people* in the *right jobs* with the *right skills*, at the *right time* in the *right way*—so they can produce positive results for the American people.

OPM's record during the eight years of the Clinton-Gore Administration has been a stellar example of how public and private employers around the country can promote diversity and a family-friendly work environment while not only maintaining, but *improving* efficiency and effectiveness. Our vision has been to create a government that meets and exceeds the public's expectations of its workforce and the already high standards we set for ourselves.

As the Clinton-Gore Administration comes to a close, we have realized that vision as a result of our employees' extraordinary efforts and the strength of the total OPM family. The hallmark of our success as an agency is a professional civil service that honors the merit principles, respects the dignity of employees and customers, and has an inherent ability to change and adapt.

In my seven years at OPM, I have worked closely with the women and men who work day-in and day-out to make our agency an enduring success. I could not be more proud of their collective efforts and their commitment to excellence. The OPM team has worked to create customer-focused, solution-oriented policies that transcend the political environment and focus on the daily act of governing.

The challenges we have faced at OPM throughout the two Clinton-Gore terms have been significant; and yet, this small but remarkable government agency has performed above all expectations in addressing them squarely and effectively. Early on, we at OPM recognized the imperative to recruit and retain a talented, high quality and diverse Federal workforce to address our nation's most pressing domestic and international issues. The merit-based employment system for which we are responsible continues to serve as a model for other nations. The human resources policies administered by OPM create a results-oriented environment that encourages Federal employees to actively contribute to their agency's mission.

I am certain that the long-term legacy of The Office of Personnel Management during the Clinton-Gore Administration will be a better-trained, more professional and diverse workforce for the 21st Century. I am proud to have played a role as OPM's Director during a very important time for our country.



Janice R. Lachance
Director