AUTHENTICATED
U.S. GOVERNMENT
INFORMATION
GPO

The Office of Government Ethics is a separate executive agency established under the Ethics in Government Act of 1978, as amended (5 U.S.C. app. 401).

The Director of the Office is appointed by the President with the advice and consent of the Senate for a 5-year term.

Activities

The chief responsibilities of the Office are as follows:

—developing rules and regulations pertaining to standards of ethical conduct of executive branch officials, public and confidential financial disclosure of executive branch officials, executive agency ethics training programs, and the identification and resolution of conflicts of interest;

—monitoring and investigating compliance with the executive branch financial disclosure requirements of the Ethics in Government Act of 1978, as amended;

—providing ethics program assistance and information to executive branch agencies through a desk officer system;

—conducting periodic reviews of the ethics programs of executive agencies;

—ordering corrective action on the part of agencies and employees, including orders to establish or modify an agency's ethics program;

—providing guidance on and promoting understanding of ethical standards in executive agencies through an extensive program of Government ethics advice, education, and training;

—evaluating the effectiveness of the Ethics Act, the conflict of interest laws, and other related statutes; and

—recommending appropriate new legislation or amendments.

Sources of Information

Electronic Access Information regarding Office of Government Ethics services and programs is available in electronic format on the Internet, at www.usoge.gov.

Publications The Office of Government Ethics periodically updates its publication, *The Informal Advisory Letters and Memoranda and Formal Opinions of the United States Office of Government Ethics,* available from the Government Printing Office. In addition, the Office has ethics publications and instructional videotapes available. Upon request, the Office also provides copies of executive branch public financial disclosure reports (SF 278s) in accordance with the Ethics Act and the Office's regulations.

For further information, contact the Office of Government Ethics, Suite 500, 1201 New York Avenue NW., Washington, DC 20005–3917. Phone, 202–482–9300. TDD, 202–482–9293. Fax, 202–482–9237. Internet, www.usoge.gov.

OFFICE OF PERSONNEL MANAGEMENT

1900 E Street NW., Washington, DC 20415–0001
Phone, 202–606–1800. Internet, www.opm.gov.

Director	LINDA M. SPRINGER
Deputy Director	DAN G. BLAIR
Chief of Staff	TRICIA HOLLIS
Senior Advisor for Homeland Security	(VACANCY)
Director, Office of Human Resources Line of Business	NORMAN ENGER
Chair, Federal Prevailing Rate Advisory Committee	(VACANCY)
Inspector General	PATRICK E. MCFARLAND
Director, Office of Congressional Relations	JOHN C. GARTLAND

Associate Director, Strategic Human Resources Policy	RONALD SANDERS
Associate Director, Human Resources Products and Services	ROBERT F. DANBECK
Associate Director, Human Capital and Merit Systems	MARTA BRITO PEREZ
Director, Communications and Public Liaison	SCOTT HATCH
Associate Director, Management and Chief Financial Officer	CLARENCE C. CRAWFORD
General Counsel	KATHIE A. WHIPPLE, *Acting*

[For the Office of Personnel Management statement of organization, see the *Federal Register* of Jan. 5, 1979, 44 FR 1501]

The Office of Personnel Management administers a merit system to ensure compliance with personnel laws and regulations and assists agencies in recruiting, examining, and promoting people on the basis of their knowledge and skills, regardless of their race, religion, sex, political influence, or other nonmerit factors. Its role is to provide guidance to agencies in operating human resources programs which effectively support their missions and to provide an array of personnel services to applicants and employees. The Office supports Government program managers in their human resources management responsibilities and provides benefits to employees, retired employees, and their survivors.

The Office of Personnel Management (OPM) was created as an independent establishment by Reorganization Plan No. 2 of 1978 (5 U.S.C. app.), pursuant to Executive Order 12107 of December 28, 1978. Many of the functions of the former United States Civil Service Commission were transferred to OPM.

Activities

Employee Benefits OPM manages numerous activities that directly affect the well-being of the Federal employee and indirectly enhance employee effectiveness. These include health benefits, life insurance, and retirement benefits.

Examining and Staffing The Office of Personnel Management is responsible for providing departments and agencies with technical assistance and guidance in examining competitive positions in the Federal civil service for General Schedule grades 1 through 15 and Federal Wage system positions. In addition, OPM is responsible for the following duties:

—providing testing and examination services, at the request of an agency, on a reimbursable basis;

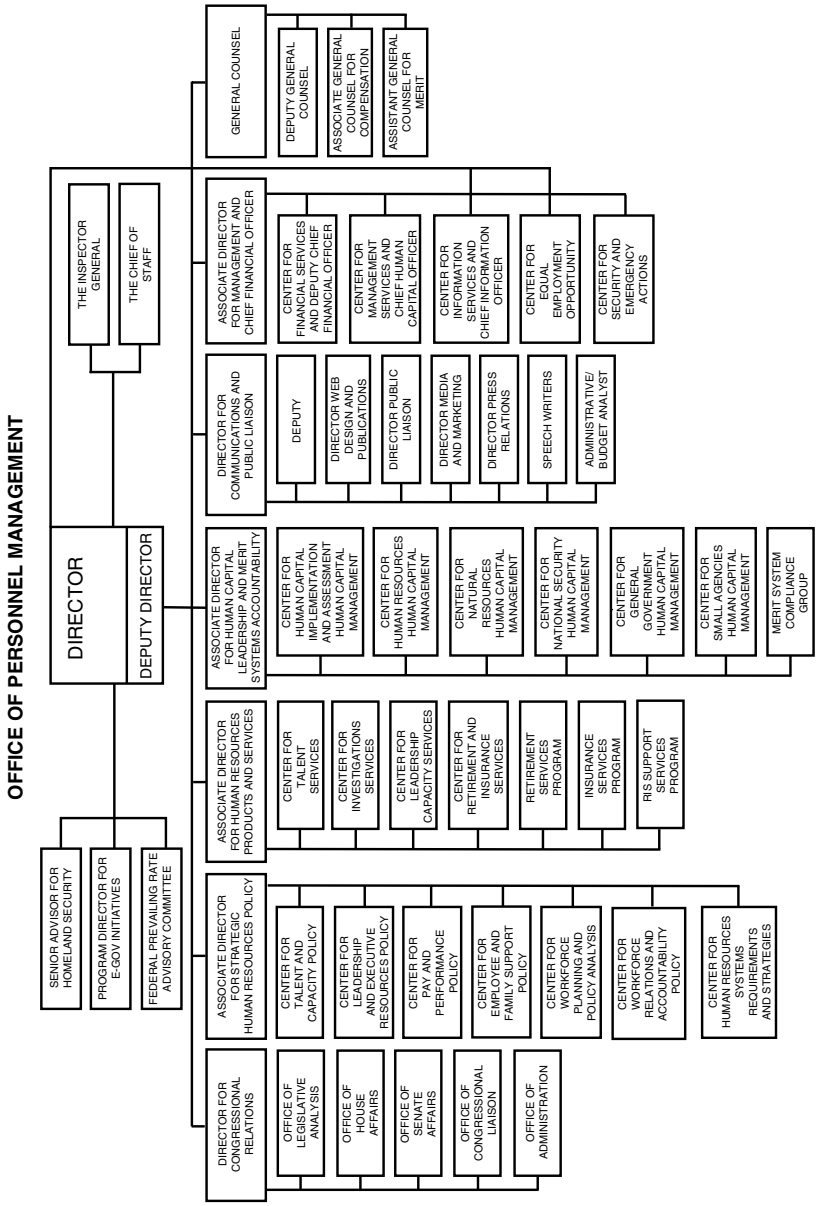
—establishing basic qualification standards for all occupations;

—certifying agency delegated examining units to conduct examining;

—providing employment information for competitive service positions; and

—providing policy direction and guidance on promotions, reassignments, appointments in the excepted and competitive services, reinstatements, temporary and term employment, veterans preference, workforce planning and reshaping, organizational design, career transition, and other staffing provisions.

Executive Resources OPM leads in the selection, management, and development of Federal executives. OPM provides policy guidance, consulting services, and technical support on Senior Executive Service (SES) recruitment, selection, succession planning, mobility performance, awards, and removals. It reviews agency nominations for SES career appointments and administers the Qualifications Review Boards that certify candidates' executive qualifications. It manages SES, senior-level, and scientific and professional space allocations to agencies, administers the Presidential Rank Awards program, and conducts orientation sessions for newly appointed


OFFICE OF PERSONNEL MANAGEMENT
DIRECTOR
DEPUTY DIRECTOR
THE INSPECTOR GENERAL
THE CHIEF OF STAFF
SENIOR ADVISOR FOR HOMELAND SECURITY
PROGRAM DIRECTOR FOR E-GOV INITIATIVES
FEDERAL PREVAILING RATE ADVISORY COMMITTEE
GENERAL COUNSEL
DEPUTY GENERAL COUNSEL
ASSOCIATE GENERAL COUNSEL FOR COMPENSATION
ASSISTANT GENERAL COUNSEL FOR MERIT
ASSOCIATE DIRECTOR FOR MANAGEMENT AND CHIEF FINANCIAL OFFICER
CENTER FOR FINANCIAL SERVICES AND DEPUTY CHIEF FINANCIAL OFFICER
CENTER FOR MANAGEMENT SERVICES AND CHIEF HUMAN CAPITAL OFFICER
CENTER FOR INFORMATION SERVICES AND CHIEF INFORMATION OFFICER
CENTER FOR EQUAL EMPLOYMENT OPPORTUNITY
CENTER FOR SECURITY AND EMERGENCY ACTIONS
DIRECTOR FOR COMMUNICATIONS AND PUBLIC LIAISON
DEPUTY
DIRECTOR WEB DESIGN AND PUBLICATIONS
DIRECTOR PUBLIC LIAISON
DIRECTOR MEDIA AND MARKETING
DIRECTOR PRESS RELATIONS
SPEECH WRITERS
ADMINISTRATIVE/ BUDGET ANALYST
ASSOCIATE DIRECTOR FOR HUMAN CAPITAL LEADERSHIP AND MERIT SYSTEMS ACCOUNTABILITY
CENTER FOR HUMAN CAPITAL IMPLEMENTATION AND ASSESSMENT HUMAN CAPITAL MANAGEMENT
CENTER FOR HUMAN RESOURCES HUMAN CAPITAL MANAGEMENT
CENTER FOR NATURAL RESOURCES HUMAN CAPITAL MANAGEMENT
CENTER FOR NATIONAL SECURITY HUMAN CAPITAL MANAGEMENT
CENTER FOR GENERAL GOVERNMENT HUMAN CAPITAL MANAGEMENT
CENTER FOR SMALL AGENCIES HUMAN CAPITAL MANAGEMENT
MERIT SYSTEM COMPLIANCE GROUP
ASSOCIATE DIRECTOR FOR HUMAN RESOURCES PRODUCTS AND SERVICES
CENTER FOR TALENT SERVICES
CENTER FOR INVESTIGATIONS SERVICES
CENTER FOR LEADERSHIP CAPACITY SERVICES
CENTER FOR RETIREMENT AND INSURANCE SERVICES
RETIREMENT SERVICES PROGRAM
INSURANCE SERVICES PROGRAM
RIS SUPPORT SERVICES PROGRAM
ASSOCIATE DIRECTOR FOR STRATEGIC HUMAN RESOURCES POLICY
CENTER FOR TALENT AND CAPACITY POLICY
CENTER FOR LEADERSHIP AND EXECUTIVE RESOURCES POLICY
CENTER FOR PAY AND PERFORMANCE POLICY
CENTER FOR EMPLOYEE AND FAMILY SUPPORT POLICY
CENTER FOR WORKFORCE PLANNING AND POLICY ANALYSIS
CENTER FOR WORKFORCE RELATIONS AND ACCOUNTABILITY POLICY
CENTER FOR HUMAN RESOURCES SYSTEMS REQUIREMENTS AND STRATEGIES
DIRECTOR FOR CONGRESSIONAL RELATIONS
OFFICE OF LEGISLATIVE ANALYSIS
OFFICE OF HOUSE AFFAIRS
OFFICE OF SENATE AFFAIRS
OFFICE OF CONGRESSIONAL LIAISON
OFFICE OF ADMINISTRATION

executives. In addition, OPM manages three interagency residential development and training centers for executives and managers.

Investigations The Office of the Inspector General conducts comprehensive and independent audits, investigations, and evaluations relating to OPM programs and operations. It is responsible for administrative actions against health care providers who commit sanctionable offenses with respect to the Federal Employees' Health Benefits Program or other Federal programs.

For further information, contact the Office of the Inspector General. Phone, 202–606–1200.

Personnel Systems OPM provides leadership and guidance to agencies on systems to support the manager's personnel management responsibilities. These include the following:

—white- and blue-collar pay systems, including SES and special occupational pay systems; geographical adjustments and locality payments; special rates to address recruitment and retention problems; allowances and differentials, including recruitment and relocation bonuses, retention allowances, and hazardous duty/environmental pay; and premium pay;

—annual and sick leave, court leave, military leave, leave transfer and leave bank programs, family and medical leave, excused absence, holidays, and scheduling of work, including flexible and compressed work schedules;

—performance management, covering appraisal systems, performance pay and awards, and incentive awards for suggestions, inventions, and special acts;

—classification policy and standards for agencies to determine the series and grades for Federal jobs;

—labor-management relations, including collective bargaining, negotiability, unfair labor practices, labor-management cooperation, and consulting with unions on Governmentwide issues;

—systems and techniques for resolving disputes with employees;

—quality of worklife initiatives, such as employee health and fitness, work and family, AIDS in the workplace, and employee assistance programs;

—human resources development, including leadership and administration of the Human Resources Development Council and the Government Performance and Results Act (GPRA) interest group;

—the Training and Management Assistance program, to help agencies develop training and human resources management solutions, including workforce planning and succession management strategies, e-learning applications, traditional classroom training materials, compensation and performance management systems, and other customized products;

—information systems to support and improve Federal personnel management decisionmaking; and

—Governmentwide instructions for personnel processing and recordkeeping, and for release of personnel data under the Freedom of Information Act and the Privacy Act.

OPM also provides administrative support to special advisory bodies, including the Federal Prevailing Rate Advisory Committee, the Federal Salary Council, and the Presidential Advisory Committee on Expanding Training Opportunities.

Oversight OPM assesses human capital management Governmentwide and within agencies to gather information for policy development and program refinement, ensure compliance with law and regulation, and enhance agency capability for human resources management accountability. Agency accountability systems help ensure that human capital decisions are consistent with merit principles and that human capital strategies are aligned with mission accomplishment. OPM also works with agencies to find better and more strategic ways to manage Federal human capital.

Workforce Diversity OPM provides leadership, direction, and policy for Governmentwide affirmative recruiting programs for women, minorities, individuals with disabilities, and veterans. It also provides leadership, guidance, and technical assistance to

promote merit and equality in systemic workforce recruitment, employment, training, and retention. In addition, OPM gathers, analyzes, and maintains statistical data on the diversity of the Federal workforce, and prepares evaluation reports for Congress and others on individual agency and Governmentwide progress toward full workforce representation for all Americans in the Federal sector.

Other Personnel Programs OPM coordinates the temporary assignment of employees between Federal agencies and State, local, and Indian tribal governments; institutions of higher education; and other eligible nonprofit organizations for up to 2 years, for work of mutual benefit to the participating organizations. It administers the Presidential Management Intern Program, which provides 2-year, excepted appointments with Federal agencies to recipients of graduate degrees in appropriate disciplines. In addition, the Office of Personnel Management administers the Federal Merit System Standards, which apply to certain grant-aided State and local programs.

Federal Executive Boards Federal Executive Boards (FEBs) were established by Presidential memorandum on November 10, 1961, to improve internal Federal management practices and to provide a central focus for Federal participation in civic affairs in major metropolitan centers of Federal activity. They carry out their functions under OPM supervision and control.

FEBs serve as a means for disseminating information within the Federal Government and for promoting discussion of Federal policies and activities of importance to all Federal executives in the field. Each Board is composed of heads of Federal field offices in the metropolitan area. A chairman is elected annually from among the membership to provide overall leadership to the Board's operations. Committees and task forces carry out interagency projects consistent with the Board's mission.

Federal Executive Boards are located in 28 metropolitan areas that are important centers of Federal activity. These areas are as follows: Albuquerque-Santa Fe, NM; Atlanta, GA; Baltimore, MD; Boston, MA; Buffalo, NY; Chicago, IL; Cincinnati, OH; Cleveland, OH; Dallas-Fort Worth, TX; Denver, CO; Detroit, MI; Honolulu, HI-Pacific; Houston, TX; Kansas City, MO; Los Angeles, CA; Miami, FL; New Orleans, LA; New York, NY; Newark, NJ; Oklahoma City, OK; Philadelphia, PA; Pittsburgh, PA; Portland, OR; St. Louis, MO; San Antonio, TX; San Francisco, CA; Seattle, WA; and the Twin Cities (Minneapolis-St. Paul, MN).

Federal Executive Associations or Councils have been locally organized in approximately 65 other metropolitan areas to perform functions similar to the Federal Executive Boards but on a lesser scale of organization and activity.

For further information, contact the Director for Federal Executive Board Operations, Office of Personnel Management, Room 5524, 1900 E Street NW., Washington, DC 20415–0001. Phone, 202–606–1000.

Sources of Information

Contracts For information, contact the Chief, Contracting Division, Office of Personnel Management, Washington, DC 20415–0071. Phone, 202–606–2240. Internet, www.opm.gov/procure/index.htm.

Employment Information about Federal employment and current job openings is available from USAJobs (phone, 478–757–3000; TTY, 478–744–2299; Internet, www.usajobs.opm.gov). Contact information for your local OPM office is available in the blue pages of the phone book under U.S. Government, Office of Personnel Management. For information about employment opportunities within the Office of Personnel Management, contact the Director of Human Resources. Phone, 202–606–2400.

Publications The Chief, Publications Services Division, can provide information about Federal personnel management publications. Phone, 202–606–1822. Internet, http://apps.opm.gov/publications

For further information, contact the Office of Communications, Office of Personnel Management, 1900 E Street NW., Washington, DC 20415–0001. Phone, 202–606–1800. Internet, www.opm.gov.

OFFICE OF SPECIAL COUNSEL

1730 M Street NW., Suite 218, Washington, DC 20036–4505
Phone, 202–254–3600 or 800–872–9855. Fax, 202–653–5151. Internet, www.osc.gov.

Special Counsel	SCOTT J. BLOCH
Deputy Special Counsel	JAMES MCVAY
Associate Special Counsel for Investigation and Prosecution Division	LEONARD DRIBINSKY
Director of Field Operations	WILLIAM REUKAUF
Outreach Director and Counsel	REBECCA MCGINLEY
Associate Special Counsel for Legal Counsel and Policy Division	ERIN M. MCDONNELL
Director, Congressional and Public Affairs	LOREN SMITH

The Office of Special Counsel investigates allegations of certain activities prohibited by civil service laws, rules, or regulations and litigates before the Merit Systems Protection Board.

Activities

The Office of Special Counsel (OSC) was established on January 1, 1979, by Reorganization Plan No. 2 of 1978 (5 U.S.C. app.). The Civil Service Reform Act of 1978 (5 U.S.C. 1101 note), which became effective on January 11, 1979, enlarged its functions and powers. Pursuant to provisions of the Whistleblower Protection Act of 1989 (5 U.S.C. 1211 *et seq.*), OSC functions as an independent investigative and prosecutorial agency within the executive branch which litigates before the Merit Systems Protection Board.

The primary role of OSC is to protect employees, former employees, and applicants for employment from prohibited personnel practices, especially reprisal for whistleblowing. Its basic areas of statutory responsibility are to do the following:

—receive and investigate allegations of prohibited personnel practices and other activities prohibited by civil service law, rule, or regulation and, if warranted, initiating corrective or disciplinary action;

—provide a secure channel through which information evidencing a violation of any law, rule, or regulation, gross mismanagement, gross waste of funds, abuse of authority, or substantial and specific danger to public health or safety may be disclosed without fear of retaliation and without disclosure of identity, except with the employee's consent; and

—enforce the provisions of the Hatch Act and the Uniformed Services Employment and Reemployment Rights Act.

Sources of Information

Field offices are located in Dallas, TX (525 Griffin Street, Room 824, Box 103, Dallas, TX 75202. Phone, 214–747–1519. Fax, 214–767–2764); Oakland, CA (Suite 365S, 1301 Clay Street, 94612–5217. Phone, 510–637–3460. Fax, 510–637–3474); and Detroit, MI (477 Michigan Avenue, Suite 495, Detroit, MI 48226. Phone, 313-226-4496. Fax, 313-226-5606).