



UNITED STATES OFFICE OF PERSONNEL MANAGEMENT  
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## BIOGRAPHY

# Chuck Grimes

Charles D. Grimes III is the Chief Operating Officer for the U.S. Office of Personnel Management (OPM). In this role, he provides overall organization management to improve agency performance and achieve OPM's mission and goals through strategic and performance planning, measurement, analysis, and regular progress assessment. He is responsible for managing OPM's human, financial, and other resources to achieve intended program results efficiently, economically, and effectively.

Previously, Mr. Grimes served as the Deputy Associate Director, Employee Services, and Acting Associate Director, Employee Services and Chief Human Capital Officer. In those roles, he managed governmentwide staffing, compensation, employee and labor relations, employee development, and executive resources policy; agency outreach and veterans support; and OPM's internal human resources operation. He also headed the Performance and Pay Systems center at OPM.

Prior to joining OPM, Mr. Grimes served as the Assistant Director, Compensation Policy in the Internal Revenue Service's Strategic Human Resources Division. He spent most of his career in the Department of Defense (DOD), where he last served as the Director, Wage and Salary Division, in DOD's Civilian Personnel Management Service. Mr. Grimes received his B.A. in Biology from the University of Virginia and an M.A. in Management and Supervision from Central Michigan University.