

Congress of the United States
House of Representatives

COMMITTEE ON OVERSIGHT AND REFORM

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March 11, 2021

The Honorable Janice R. Lachance
Former Director, Office of Personnel Management
Executive Vice President, Strategic Leadership and Global Outreach
American Geophysical Union
2000 Florida Avenue, N.W.
Washington, D.C. 20009

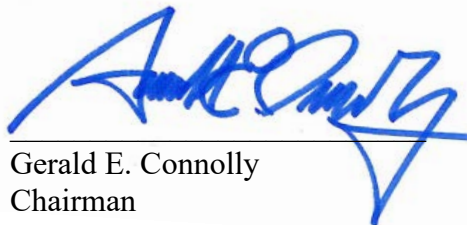
Dear Executive Vice President Lachance:

Enclosed are post-hearing questions that have been directed to you and submitted to the official record for the hearing that was held on Tuesday, February 23, 2021, titled "Revitalizing the Federal Workforce."

To ensure a complete hearing record, please return your written response to the Subcommittee on or before Thursday, March 25, 2021, including each question in full as well as the name of the Member. Your response should be addressed to the Committee office at 2157 Rayburn House Office Building, Washington, D.C. 20515. Please also send an electronic version of your response by email to Amy Stratton, Deputy Chief Clerk, at Amy.Stratton@mail.house.gov.

Thank you for your prompt attention to this request. If you need additional information or have other questions, please contact Elisa LaNier, Chief Clerk, at (202) 225-5051.

Sincerely,



Gerald E. Connolly
Chairman
Subcommittee on Government Operations

cc: The Honorable Jody B. Hice, Ranking Member
Subcommittee on Government Operations

Questions for The Honorable Janice R. Lachance
Executive Vice President, Strategic Leadership and Global Outreach, American
Geophysical Union

Questions from Chairman Gerald E. Connolly, Subcommittee on Government Operations

February 23, 2021, Hearing: “Revitalizing the Federal Workforce”

1. You ran the Office of Personnel Management (OPM) under President Clinton. How much did you rely on the nonpartisan civil servants in your agency while in that position?
2. The minority witness seems to believe that federal government is rife with poor performers. Is there data or evidence to support his assertion? Is the Federal Employee Viewpoint Survey an accurate way to measure the volume of poor performers in government?
3. According to OPM data, more than 10,000 federal employees separated from federal service for discipline or performance reasons in FY2020. So there are some poor performers in federal government. What actions can lawmakers take to help reduce the number of poor performers in the federal government?
4. How can federal government more effectively attract and retain younger talent?
5. What role does OPM play in making the whole of government successful?
6. Why and how was your status as a Cabinet-level appointee important to your success as OPM Director?
7. What statutory or administrative changes could be made to fortify OPM’s independence?
8. The minority asserted that President Trump’s Schedule F executive order improved federal employee accountability. Would you agree with that assertion? Why or why not?
9. What, if any, weaknesses or opportunities for improvement do you see in the existing federal performance management system? How can we address these areas while protecting our merit-system principles?
10. The Preventing a Patronage System Act (H.R. 302) is designed to prevent a future President from unilaterally implementing a Schedule F–like executive order. Do you think this bill is effective in protecting our merit-based civil service?