

**OPENING STATEMENT OF  
SENATOR GEORGE V. VOINOVICH  
COMMITTEE ON HOMELAND SECURITY AND GOVERNMENTAL AFFAIRS**

**MAY 1, 2007**

**NOMINATION OF HOWARD C. WEIZMANN TO BE DEPUTY DIRECTOR OF THE  
OFFICE OF PERSONNEL MANAGEMENT**

Good morning, and thank you Mr. Chairman. It is a pleasure to be here today to hear the testimony from Howard Weizmann, the President's nominee for Deputy Director of the Office of Personnel Management.

Mr. Weizmann, congratulations on your decision to join the honorable profession of public service. As we all know, next week is Public Service Recognition Week. I hope we can move your nomination expeditiously so you can be part of this select group of Americans during next week's celebrations.

The federal civil service is in the process of a significant transition. We all know too well that the majority of the civil service soon will be eligible to retire. This will leave the government with a considerable knowledge gap within agencies and poses an immense succession planning challenge. In addition, agencies are implementing new performance management and pay for performance systems for the Senior Executive Service. The Department of Homeland Security and Department of Defense are designing new personnel systems to meet their national security missions.

OPM has a vital role to play in ensuring agencies are making strategic human capital management a priority. In addition, OPM has an important operational responsibility to work with federal departments and agencies to ensure reforms of performance management systems are provide employees a fair and transparent system, with meaningful opportunities to enhance communication and improve individual performance. These strategic human capital management challenges also exist for OPM itself. As OPM's role in the federal government continues to evolve, its workforce must be structured to tackle these challenges.

OPM Director Linda Springer has worked closely with this Committee and has demonstrated her commitment to leading the agency through the transformation. For example, OPM has been working with the Government Accountability Office on a series of reports to identify the management challenges within OPM itself. OPM also has involved its employees and stakeholders in publishing a strategic plan with precise goals and target completion dates.

Mr. Weizmann, I believe your background, including your experience in human resources, would be a great asset to OPM as it prepares for the challenges that lie ahead.

Thank you Mr. Chairman.