

Mr. Charles D. Grimes III

Consultant

Charles (Chuck) Grimes is an independent consultant on HR policy and administration. Chuck serves on the board of advisors for MTCI, a human capital management, training support and delivery, and program management firm. He also is on the board of directors of *The Public Manager*, a quarterly journal for public sector learning professionals. Chuck is active in the Partnership for Public Service's Strategic Advisors to Government Executives (SAGE) program in the COO and CHCO communities.

Chuck recently retired from Federal service, having served as the Chief Operating Officer for the U.S. Office of Personnel Management (OPM). In that role, he was 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 at OPM. In those roles, he managed governmentwide staffing, compensation, employee and labor relations, employee development, and executive resources policies; 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.