

## Fiscal Year 2024 Report on Conference Spending to Support the Office of Personnel Management's (OPM) Operations in Accordance with the Office of Management and Budget (OMB) Memoranda

Pursuant to OMB Memorandum M-17-08, Amending OMB Memorandum M-12-12, Promoting Efficient Spending to Support Agency Operations, agencies must provide a description of all agency-sponsored conferences from the previous fiscal year where the net expenses for the agency associated with the conference were in excess of \$100,000. In keeping with the Government's efforts to safeguard Federal funds, the Office of Personnel Management (OPM) has focused on exercising discretion and judgment in incurring expenses related to conference sponsorship, conference hosting, and attendance of Federal employees at conferences sponsored or hosted by non-Federal entities. OPM strives to ensure that conference expenses are appropriate, necessary, and managed in a manner that minimizes expense to taxpayers.

For Fiscal Year (FY) 2024, OPM is reporting two conferences:

The White House Fellows program office held the 2024 White House Fellows Selection Weekend on May 30 - June 2, 2024, in Washington, DC. For the Selection Weekend, the White House Fellows Program brings the top 30 national finalists for three evenings and two days of interviews with members of the President's Commission White House Fellowships (PCWHF). The commissioners then spend an additional day in deliberations to select 11-19 candidates to recommend to the President for appointment as White House Fellows. After a competitive application process, selected individuals spend a year in Washington, DC, working as full-time, paid Fellows aiding Cabinet Secretaries, senior White House staff, and other top-ranking government officials. Fellows also participate in an education program consisting of roundtable discussions with renowned leaders from the private and public sectors. In accordance with Executive Order 11183 of October 3, 1964, OPM provides the Commission with administrative services, staff support, and travel expenses as authorized by law, in support of its mission to offer exceptional emerging leaders a first-hand experience working at the highest levels of the Federal government. There were 70 attendees at this event, 53 of whom had expenses paid by the government. The total cost of the event was \$124,899.12.

The agency's 2024 Senior Leadership Retreat was held on May 28 - 31, 2024, at the Federal Executive Institute in Charlottesville, Virginia. The Senior Leadership Retreat is designed to provide an exclusive platform for OPM's senior leaders to collaborate, reflect, and strategize for the future. This retreat aimed to:

- align vision and strategy by fostering alignment among senior leaders on OPM's strategic goals and vision, ensuring that all departments are working cohesively towards common objectives;
- enhance collaboration by strengthening relationships and communication among leaders, encouraging open dialogue and the sharing of diverse perspectives to drive innovation and problem-solving;
- assess current challenges, identifying and analyzing current challenges facing the organization, exploring both internal and external factors that may impact our success;
- develop actionable initiatives by collaboratively developing actionable initiatives and priorities that will guide agency efforts in the coming year, ensuring that OPM remains agile and responsive to changing market conditions;
- cultivate leadership skills by providing opportunities for personal and professional development and allowing leaders to enhance their skills and competencies through workshops, discussions, and peer learning; and
- foster a culture of engagement through the reinforcement of organizational values and culture by engaging leaders in activities that promote trust, accountability, and a shared commitment to excellence.

There were 92 attendees, all of whom had the expenses paid by the government. The total cost of the retreat was \$249,000.