



**OFFICE OF THE INSPECTOR GENERAL  
PROPOSED FY 2025 PERFORMANCE PLAN**

**APRIL 3, 2024**

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# 1 OFFICE OF THE INSPECTOR GENERAL

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*Mission:* The mission of the OIG is to independently audit, inspect, and investigate matters pertaining to the District of Columbia government in order to: (1) prevent and detect corruption, mismanagement, waste, fraud, and abuse; (2) promote economy, efficiency, effectiveness, and accountability; (3) inform stakeholders about issues relating to District programs and operations; and (4) recommend and track the implementation of corrective actions.

*Services:* The OIG offers the following services: (1) conduct independent fiscal and management audits, inspections, and investigations of District government operations; (2) serve as the principal liaison between the District government and the US Government Accountability Office; (3) conduct other special audits, assignments, and investigations; and (4) oversee an outside auditor to perform the Annual Comprehensive Financial Report (ACFR) of the District government for the fiscal year.

## 2 PROPOSED 2025 OBJECTIVES

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### Strategic Objective

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Proactively identify and reduce vulnerabilities that could lead to corruption, fraud, waste, abuse, and mismanagement.

Integrate plans, processes, and resources to support organizational accountability.

Deliver actionable, relevant, and timely products and services to customers and stakeholders that promote economic, efficient, equitable, and effective government operations; deter misconduct and hold wrongdoers accountable.

Implement an information and knowledge management system that supports the OIG mission.

Execute the Human Capital plan to recruit, develop, and retain a highly qualified and diverse workforce.

Create and maintain a highly efficient, transparent, and responsive District government.

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### 3 PROPOSED 2025 OPERATIONS

Operation Title	Operation Description	Type of Operation
<b>Proactively identify and reduce vulnerabilities that could lead to corruption, fraud, waste, abuse, and mismanagement.</b>		
Government Oversight	Conduct audits, investigations, inspections, and evaluations based on proactively identified leads and indicators.	Daily Service
Assessment of Risk	Operate hotline and data analysis programs to aid in identifying and evaluating allegations of corruption, fraud, waste, abuse, and mismanagement.	Daily Service
<b>Integrate plans, processes, and resources to support organizational accountability.</b>		
Operational Excellence	Integrate internal OIG policies and procedures to ensure the OIG executes its mission in compliance with applicable standards to support our organizational performance excellence framework to ensure continuous improvement.	Daily Service
<b>Deliver actionable, relevant, and timely products and services to customers and stakeholders that promote economic, efficient, equitable, and effective government operations; deter misconduct and hold wrongdoers accountable.</b>		
Liaison	Serve as the principal liaison between the District government and the US Government Accountability Office.	Key Project
Government Operations	Initiate and conduct independent fiscal and management audits, inspections, and investigations of District government operations.	Daily Service
Government Accountability	Forward to the appropriate authorities evidence of criminal wrongdoing that is discovered as the result of any audit, inspection, or investigation conducted by the OIG.	Daily Service
Fiscal Accountability and Oversight	Enter into a contract with an outside auditor to perform the Annual Comprehensive Financial Report (ACFR) of the District government for the fiscal year.	Key Project
Government Oversight	Conduct special audits, assignments, and investigations.	Key Project
<b>Implement an information and knowledge management system that supports the OIG mission.</b>		
Knowledge Management	Manage information and data to enable the OIG's leadership team to make effective and efficient decisions and improve overall oversight performance.	Daily Service
<b>Execute the Human Capital plan to recruit, develop, and retain a highly qualified and diverse workforce.</b>		
Human Capital Plan	Assess current staffing to ensure it meets the OIG's mission and vision.	Daily Service

## 4 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

### Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
<b>Proactively identify and reduce vulnerabilities that could lead to corruption, fraud, waste, abuse, and mismanagement.</b>					
Percentage of OIG contacts evaluated and an appropriate course of action determined within 10 business days	Up is Better	New in 2023	Not Available	90%	90%
<b>Integrate plans, processes, and resources to support organizational accountability.</b>					
Percentage of administrative investigations completed within 180 days	Up is Better	New in 2023	Not Available	60%	60%
Percentage of FOIA Requests processed within 15 business days	Up is Better	Not Available	Not Available	97%	97%
<b>Deliver actionable, relevant, and timely products and services to customers and stakeholders that promote economic, efficient, equitable, and effective government operations; deter misconduct and hold wrongdoers accountable.</b>					
Percentage of criminal investigations, referred and closed, that resulted in a positive outcome (a criminal, civil, administrative and/or monetary outcome at District Court, Superior Court or District entities)	Up is Better	New in 2023	Not Available	70%	70%
Percentage of recommendations accepted by agencies during the fiscal year	Up is Better	New in 2023	Not Available	75%	75%
Percentage of reported allegations from external sources resulting in an administrative investigation	Up is Better	New in 2023	Not Available	60%	60%
Percentage of planned audits and inspections, relating to the programs and operations of District government departments and agencies, completed	Up is Better	New in 2023	Not Available	60%	60%
<b>Execute the Human Capital plan to recruit, develop, and retain a highly qualified and diverse workforce.</b>					
Percentage of vacancies	Down is Better	Not Available	Not Available	3%	3%
Percentage of FTEs with completed annual performance reviews conducted by supervisors	Up is Better	Not Available	Not Available	100%	100%
Percentage of FTEs with completed mid-year performance reviews conducted by supervisors this fiscal year	Up is Better	100%	Not Available	100%	100%
Percentage of FTEs with completed performance plans this fiscal year	Up is Better	100%	Not Available	100%	100%
<b>Create and maintain a highly efficient, transparent, and responsive District government.</b>					

Key Performance Indicators (continued)

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Percent of new hires that are District residents	Up is Better	New in 2023	36.8%	No Target Set	No Target Set
Percent of employees that are District residents	Up is Better	New in 2023	43.3%	No Target Set	No Target Set
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	Up is Better	New in 2023	No Applicable Incidents	No Target Set	No Target Set
Percent of new hires that are current District residents and received a high school diploma from a DCPS or a District Public Charter School, or received an equivalent credential from the District of Columbia	Up is Better	New in 2023	21.1%	No Target Set	No Target Set
Percent of agency staff who were employed as Management Supervisory Service (MSS) employees prior to 4/1 of the fiscal year that had completed an Advancing Racial Equity (AE204) training facilitated by ORE within the past two years.	Up is Better	New in 2023	Not Available	No Target Set	No Target Set

Workload Measures

Measure	FY 2022	FY 2023
<b>Assessment of Risk</b>		
Number of OIG contacts evaluated, and an appropriate course of action determined within 10 business days	New in 2023	Not Available
<b>Government Operations</b>		
Number of recommendations accepted by agencies	New in 2023	Not Available
Total Monetary Benefits	New in 2023	Not Available
Total Criminal Recoveries	New in 2023	Not Available
Total Civil Recoveries	New in 2023	Not Available
Total Administrative Actions	New in 2023	Not Available
Total Indictments	New in 2023	Not Available
Total Convictions	New in 2023	Not Available
Number of Investigations Opened	New in 2023	Not Available
Number of Investigations Closed	New in 2023	Not Available
Number of audits and inspections, relating to the programs and operations of District government departments and agencies, completed or supervised	New in 2023	Not Available
<b>Human Capital Plan</b>		
Number of FTEs	89	95
Number of FTEs with completed performance plans	89	90
Number of FTEs with completed mid-year performance reviews with supervisors	89	90
Number of FTEs with completed annual performance reviews with supervisors	New in 2023	80