



**OFFICE OF THE INSPECTOR GENERAL
FY 2025 PERFORMANCE ACCOUNTABILITY REPORT**

JANUARY 15, 2026

CONTENTS

Contents	2
1 Introduction	3
2 Office of the Inspector General Overview	5
3 2025 Accomplishments	6
3.1 Human Capital Plan	6
3.2 ICAP Program	6
3.3 Recommendation and Follow Up	6
4 Objectives	7
4.1 Proactively identify and reduce vulnerabilities that could lead to corruption, fraud, waste, abuse, and mis- management.	7
4.2 Integrate plans, processes, and resources to support organizational accountability.	7
4.3 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.	7
4.4 Implement an information and knowledge management system that supports the OIG mission.	8
4.5 Execute the Human Capital plan to recruit, develop, and retain a highly qualified and diverse workforce. . .	8
4.6 Efficient, Transparent, and Responsive Government	8
5 Activities	10
5.1 Government Oversight	10
5.2 Knowledge Management	10
5.3 Liaison	10
5.4 Operational Excellence	10
5.5 Human Capital Plan	10
5.6 Assessment of Risk	10
5.7 Government Operations	11
5.8 Government Accountability	11
5.9 Fiscal Accountability and Oversight	12
5.10 Government Oversight	12

1 INTRODUCTION

This document is the Fiscal Year 2025 Performance Accountability Report (PAR) for the Office of the Inspector General.

The PAR is the second of two agency performance documents published each year. A Performance Plan is published at the start of the fiscal year when budget decisions have been finalized. A PAR is published in January following the end of the fiscal year. Each PAR assesses agency performance relative to its annual Performance Plan.

PAR Structure: PARs are comprised of agency Objectives, Administrative Structures (such as Divisions, Administrations, and Offices), Activities, Projects, and related Performance Measures. The following describes these plan components, and the types of performance measures agencies use to assess their performance.

Objectives: Objectives are statements of the desired benefits that are expected from the performance of an agency’s mission. They describe the goals of the agency.

Administrative Structures: Administrative Structures represent the organizational units of an agency, such as Departments, Divisions, or Offices.

Activities: Activities represent the programs and services an agency provides. They reflect what an agency does on a regular basis (e.g., processing permits).

Projects: Projects are planned efforts that end once a particular outcome or goal is achieved.

Measures: Performance Measures may be associated with any plan component, or with the agency overall. Performance Measures can address questions about an agency’s overall performance, the performance of an organizational unit, program, or service, or the implementation of a major project. Performance Measures can answer questions like “How much did we do?”, “How well did we do it?”, “How quickly did we do it?”, and “Is anyone better off?” as described in the table below.

Measures are printed in the Performance Plan along with the Objective, Administrative Structure, Activity, or Project that they measure.

Measure Type	Measure Description	Example
Quantity	Quantity measures assess the volume of work an agency performs. These measures can describe the inputs (e.g., requests or cases) that an agency receives or the work that an agency completes (e.g., licenses issued or cases closed). Quantity measures often start with the phrase “Number of...”.	“Number of public art projects completed”
Quality	Quality measures assess how well an agency’s work meets standards, specifications, resident needs, or resident expectations. These measures can directly describe the quality of decisions or products or they can assess resident feelings, like satisfaction.	“Percent of citations issued that were appealed”
Efficiency	Efficiency measures assess the resources an agency used to perform its work and the speed with which that work was performed. Efficiency measures can assess the unit cost to deliver a product or service, but typically these measures assess describe completion rates, processing times, and backlog.	“Percent of claims processed within 10 business days”
Outcome	Outcome measures assess the results or impact of an agency’s work. These measures describe the intended ultimate benefits associated with a program or service.	“Percent of families returning to homelessness within 6- 12 months”

(continued)

Measure Type	Measure Description	Example
Context	Context measures describe the circumstances or environment that the agency operates in. These measures are typically outside of the agency's direct control.	"Recidivism rate for 18-24 year-olds"
District-wide Indicators	District-wide indicators describe demographic, economic, and environmental trends in the District of Columbia that are relevant to the agency's work, but are not in the control of a single agency.	"Area median income"

Targets: Agencies set targets for most Performance Measures before the start of the fiscal year. Targets may represent goals, requirements, or national standards for a performance measure. Agencies strive to achieve targets each year, and agencies provide explanations for targets that are not met at the end of the fiscal year in their PAR.

Not all measures are associated with a target. Newly added measures do not require targets for the first year, as agencies determine a data-informed benchmark. Changes in some measures may not indicate better or worse performance. They may be "neutral" measures of demand or input or outside of the agency's direct control. In some cases, the relative improvement of a measure over a prior period is a more meaningful indicator than meeting or exceeding a particular numerical goal, so a target is not set.

2 OFFICE OF THE INSPECTOR GENERAL OVERVIEW

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.

Summary of 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.

Objectives:

1. Proactively identify and reduce vulnerabilities that could lead to corruption, fraud, waste, abuse, and mismanagement.
2. Integrate plans, processes, and resources to support organizational accountability.
3. 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.
4. Implement an information and knowledge management system that supports the OIG mission.
5. Execute the Human Capital plan to recruit, develop, and retain a highly qualified and diverse workforce.
6. Efficient, Transparent, and Responsive Government

3 2025 ACCOMPLISHMENTS

3.1 HUMAN CAPITAL PLAN

OIG's HR Unit completed a staffing assessments (size and type) for each Division and Unit within the OIG.

Impact: OIG created a strategic roadmap to align OIG's workforce with its business objectives, ensuring the right number of employees with the right skills are in place to meet short-term and long-term goals.

This is proactive approach will help OIG: (1) avoid understaffing and overstaffing; (2) optimize resource allocation; (3) support succession planning; and (4) improve productivity and efficiency

3.2 ICAP PROGRAM

OIG launched the Internal Control Assessment Program within the District

Impact: The Internal Control Assessment Program (ICAP) is a collaborative service offered by the OIG to help District agencies proactively identify and solve issues in their internal control systems.

3.3 RECOMMENDATION AND FOLLOW UP

OIG's Executive Secretariat develop and began designing the recommendation and follow up process for the District.

Impact: This will allow the OIG to monitor the recommendations it makes to District agencies more actively and efficiently.

4 OBJECTIVES

4.1 PROACTIVELY IDENTIFY AND REDUCE VULNERABILITIES THAT COULD LEAD TO CORRUPTION, FRAUD, WASTE, ABUSE, AND MISMANAGEMENT.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Percent of OIG contacts evaluated and an appropriate course of action determined within 10 business days							
Efficiency	Up is Better	94.17%	96.15%	92.22%	98.81%	95.34%	90%

4.2 INTEGRATE PLANS, PROCESSES, AND RESOURCES TO SUPPORT ORGANIZATIONAL ACCOUNTABILITY.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Percent of FOIA Requests processed within 15 business days							
Outcome	Up is Better	Annual	Annual	Annual	Annual	75%	97%
Percent of administrative investigations completed within 180 days							
Efficiency	Up is Better	0%	0%	0%	0%	0%	60%

Explanation of Missed Targets:

1. Percent of FOIA Requests processed within 15 business days: There were multiple FOIA requests that were complex causing extended response times.
2. Percent of administrative investigations completed within 180 days: While the OIG aims to complete all Administrative Investigations within 180 days, this time frame is dictated by the complexity of the investigation.

4.3 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.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Percent 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)							
Outcome	Up is Better	9.52%	50%	17.14%	7.69%	21.09%	70%
Percent of planned audits and inspections, relating to the programs and operations of District government departments and agencies, completed							
Outcome	Up is Better	12.5%	20.83%	20.83%	39.13%	23.32%	60%
Percent of recommendations accepted by agencies during the fiscal year							
Outcome	Up is Better	100%	100%	74.07%	67.11%	85.29%	75%
Percent of reported allegations from external sources resulting in an administrative investigation							
Efficiency	Up is Better	0%	0%	0%	10%	2.5%	60%

Explanation of Missed Targets:

1. Percent 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): Changing federal prosecutorial priorities impacted OIG's target for this KPI.
2. Percent of planned audits and inspections, relating to the programs and operations of District government departments and agencies, completed: Due to a hiring freeze, some vacancies remained open this FY causing the OIG to complete less work.
3. Percent of reported allegations from external sources resulting in an administrative investigation: OIG cannot determine what allegations are received from external sources, however, we can only process administratively what is actionable.

4.4 IMPLEMENT AN INFORMATION AND KNOWLEDGE MANAGEMENT SYSTEM THAT SUPPORTS THE OIG MISSION.

No Related Measures

4.5 EXECUTE THE HUMAN CAPITAL PLAN TO RECRUIT, DEVELOP, AND RETAIN A HIGHLY QUALIFIED AND DIVERSE WORKFORCE.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Percent of FTEs with completed annual performance reviews conducted by supervisors							
Outcome	Up is Better	Annual	Annual	Annual	Annual	No data available	100%
Percent of FTEs with completed mid-year performance reviews conducted by supervisors this fiscal year							
Outcome	Up is Better	Annual	Annual	Annual	Annual	94.17%	100%
Percent of FTEs with completed performance plans this fiscal year							
Outcome	Up is Better	Annual	Annual	Annual	Annual	94.17%	100%
Percent of vacancies							
Outcome	Down is Better	Annual	Annual	Annual	Annual	14.17%	3%

4.6 EFFICIENT, TRANSPARENT, AND RESPONSIVE GOVERNMENT

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

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
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							
Outcome	Up is Better	Annual	Annual	Annual	Annual	100%	Target not required
Percent of employees that are District residents							
Outcome	Up is Better	Annual	Annual	Annual	Annual	44.12%	Target not required
Percent of new hires that are District residents (Peoplesoft)							
Outcome	Up is Better	Annual	Annual	Annual	Annual	10%	Target not required

(continued)

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
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 (eRecruit)							
Outcome	Up is Better	Annual	Annual	Annual	Annual	14.29%	Target not required
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time							
Outcome	Up is Better	Annual	Annual	Annual	Annual	100%	Target not required

5 ACTIVITIES

5.1 GOVERNMENT OVERSIGHT

Conduct audits, investigations, inspections, and evaluations based on proactively identified leads and indicators.

No Related Measures

5.2 KNOWLEDGE MANAGEMENT

Manage information and data to enable the OIG's leadership team to make effective and efficient decisions and improve overall oversight performance.

No Related Measures

5.3 LIAISON

Serve as the principal liaison between the District government and the US Government Accountability Office.

No Related Measures

5.4 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.

No Related Measures

5.5 HUMAN CAPITAL PLAN

Assess current staffing to ensure it meets the OIG's mission and vision.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Number of FTEs							
Quantity	Up is Better	Annual	Annual	Annual	Annual	103	Target not required
Number of FTEs with completed annual performance reviews with supervisors							
Quantity	Up is Better	Annual	Annual	Annual	Annual	No data available	Target not required
Number of FTEs with completed mid-year performance reviews with supervisors							
Quantity	Up is Better	Annual	Annual	Annual	Annual	97	Target not required
Number of FTEs with completed performance plans							
Quantity	Up is Better	Annual	Annual	Annual	Annual	97	Target not required

5.6 ASSESSMENT OF RISK

Operate hotline and data analysis programs to aid in identifying and evaluating allegations of corruption, fraud, waste, abuse, and mismanagement.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Number of OIG contacts evaluated, and an appropriate course of action determined within 10 business days							

(continued)

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Quantity	Neutral	549	112	498	498	1,657	Target not required

5.7 GOVERNMENT OPERATIONS

Initiate and conduct independent fiscal and management audits, inspections, and investigations of District government operations.

Measure Type	Directionality	Q1	Q2	Q3	Q4	Annual	Target
Number of Investigations Closed							
Quantity	Neutral	42	46	36	26	150	Target not required
Number of Investigations Opened							
Quantity	Neutral	23	26	23	23	95	Target not required
Number of audits and inspections, relating to the programs and operations of District government departments and agencies, completed or supervised							
Quantity	Neutral	3	23	37	44	107	Target not required
Number of recommendations accepted by agencies							
Quantity	Neutral	4	13	20	49	86	Target not required
Total Civil Recoveries							
Quantity	Neutral	\$28,270.13	\$226,429.60	\$0	\$0	\$254,699.73	Target not required
Total Convictions							
Quantity	Neutral	6	0	3	5	14	Target not required
Total Criminal Recoveries							
Quantity	Neutral	\$290,200	\$0	\$66,000	\$214,634.97	\$570,834.97	Target not required
Total Indictments							
Quantity	Neutral	0	2	1	2	5	Target not required
Total Monetary Benefits							
Quantity	Neutral	\$0	\$0	\$200,000	\$200,000	\$400,000	Target not required
Total Administrative Actions							
Outcome	Neutral	0	0	0	1	1	Target not required

5.8 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.

No Related Measures

5.9 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.

No Related Measures

5.10 GOVERNMENT OVERSIGHT

Conduct special audits, assignments, and investigations.

No Related Measures