



Annual Performance Plan for Fiscal Year 2014

This is a 1-year performance plan for the Council of the Inspectors General on Integrity and Efficiency (CIGIE or the Council) and is associated with CIGIE's Strategic Plan for fiscal years 2012-2017 (Strategic Plan) that covers Council goals, objectives, and performance measures. This 1-year performance plan was accepted by a vote of the CIGIE membership at its November 19, 2013, meeting.

CIGIE was created by the Inspector General Reform Act of 2008 (P.L. 110-409) (IG Reform Act), which charged CIGIE with “address[ing] integrity, economy, and effectiveness issues that transcend individual Government agencies, and increase[ing] the professionalism and effectiveness of personnel by developing policies, standards and approaches to aid in the establishment of a well-trained and highly skilled workforce in the offices of the Inspectors General.”

The Strategic Plan is designed to continue our implementation of that legislative charge. This 1-year performance plan provides specificity to the strategies the Council will work towards achieving this fiscal year. Additionally, this plan has been prepared to further the common mission, vision, and goals articulated by the Inspector General (IG) community and established in our Strategic Plan, specifically:

Goal 1: Deliver timely, relevant products that identify and address cross-government vulnerabilities, opportunities for improvements, and best practices;

Goal 2: Promote and improve professional development for the IG community; and

Goal 3: Improve CIGIE capacity to carry out its mission and vision.

GOAL 1: Deliver timely, relevant products that identify and address cross-government vulnerabilities, opportunities for improvements, and best practices.

Objective 1-A: Coordinate and support CIGIE member activities that address cross-government issues.

- Objective 1-A-1: Establish a workgroup focused on the management challenges identified by the Inspector General community to identify commonalities that agencies share and develop a compilation outlining these challenges by April 30, 2014. *(Responsible Official: Executive Director)*
- Objective 1-A-2: Perform an analytical research project on the protection provided to critical Research, Development, Test, and Evaluation (RDT&E) information and initiatives cutting across all government agencies and develop a non-binding assessment framework IGs could use in performing these assessments beginning March 31, 2014. *(Responsible Official: Inspections and Evaluations Committee – RDT&E Leader)*
- Objective 1-A-3: Develop and issue non-binding guidance on the effective use of Program Fraud Civil Remedies Act (PFCRA) authorities by January 31, 2014. *(Responsible Official: Investigations Committee Chair – PFCRA Authorities Leader)*
- Objective 1-A-4: Establish a joint OIG community project to test the controls and processes of the new reporting systems for Federal Grants by September 30, 2014. *(Responsible Official: Grant Reform Working Group Chair)*
- Objective 1-A-5: Compile a consolidated detailed directory of existing data sources used to identify fraud, waste, and abuse for oversight and law enforcement entities by September 30, 2014. *(Responsible Official: Information Technology Committee Chair)*
- Objective 1-A-6: Compile a library consolidating open-source software (OSS), algorithms, and data-analytics tools to assist oversight entities in their audits, inspections, evaluations, and investigations by September 30, 2014. *(Responsible Official: Information Technology Committee Chair)*
- Objective 1-A-7: Identify and initiate other projects, as appropriate, throughout the year. *(Responsible Official: Determined by the Executive Council)*
 - **Measure:** *Number of cross-government projects completed and reported.*
 - **Target:** *Three reports published in FY 2014.*

GOAL 2: Promote and improve professional development for the IG community.

Objective 2-A: Provide high-quality training programs and services.

- Objective 2-A-1: In partnership with CIGIE committees and IG practitioner groups, the Institute will ascertain the CIGIE members' projected training requirements. Based on these projections, the Institute will determine its FY15 level of training delivery for all three Academies. (*Responsible Official: Executive Director for the Training Institute*)
 - **Measure:** Finalize the FY15 annual projected training schedules for all three Academies by August 30, 2014.

- Objective 2-A-2: The CIGIE Training Institute will continue delivering high-quality professional development training to the IG community through FY 2014. (*Responsible Official: Executive Director for the Training Institute*)
 - **Measure:** Number of OIG staff receiving CIGIE-sponsored professional training programs.
 - **Target:** 1,200 students per year
 - (Audit, Inspection, and Evaluation Academy deliver 20 programs, training 600 IG employees)
 - (Leadership and Mission Support Academy deliver 9 programs, training 250 IG employees)
 - (IG Criminal Investigator Academy deliver 18 programs, training 350 IG employees)

- Objective 2-A-3: Assess the effectiveness of each Academy's FY 2014 offered training. (*Responsible Official: Executive Director for the Training Institute*)
 - **Measure:** Percentage of positively scored evaluations of CIGIE-sponsored training sessions from the participants and their supervisors for FY 2014.
 - **Target:** 90% per year.

- Objective 2-A-4: Develop and implement a plan to achieve training program certification. *(Responsible Official: Executive Director for the Training Institute)*
 - **Measure:** Apply for and complete certification process for one Academy training program.
 - **Target:** Achieve accreditation by September 30, 2014.

Objective 2-B: Identify and disseminate additional OIG employee development opportunities.

- Objective 2-B-1: Utilize established training and professional development resources such as academia, government, and private vendors to identify and provide training and professional development opportunities for OIG employees in addition to regularly scheduled CIGIE-sponsored training programs. *(Responsible Official: Executive Director for the Training Institute)*
 - **Measure:** New learning opportunities for employee training and development identified and disseminated to the OIG community.
 - **Target:** Identify and share five new opportunities for OIG employee development by September 30, 2014.

Objective 2-C: Formalize Institute processes to better ensure mission success.

- Objective 2-C-1: Develop a standardized, consistent and effective approach to promote training opportunities. *(Responsible Official: Executive Director for the Training Institute)*
 - **Measure:** Research, design and implement a more efficient and effective way to announce and promote training opportunities, including pertinent information, such as location, description, and cost by March 31, 2014.

GOAL 3: Improve CIGIE capacity to carry out its mission and vision.

Objective 3-A: Leverage technology to advance CIGIE capacity.

- Objective 3-A-1: Redesign the CIGIE website by better categorizing information in locations that are more readily identifiable and encourage further use of the website as a resource for the IG community, CIGIE's stakeholders, and the public. *(Responsible Official: Executive Director)*

- Objective 3-A-2: Develop processes to ensure a cost-effective approach to ensuring the security of CIGIE information based on the level of risk associated with the information. *(Responsible Official: Executive Director)*
 - **Measure:** *Implement and deliver an innovative, user-centric, content driven redesigned website.*
 - Target: *March 31, 2014.*
 - **Measure:** *Develop process to ensure the security of CIGIE information.*
 - Target: *March 31, 2014.*

Objective 3-B: Serve as a clearinghouse for best practices to continually improve IG community business operations.

- Objective 3-B-1: The chairs of the CIGIE Audit and Investigations Committees will report, orally or in writing, to the full Council on the status of the IG community peer review programs and make any recommendations for changes to management of the programs by September 30, 2014, and annually thereafter. *(Responsible Officials: Audit and Investigations Committee Chairs)*
- Objective 3-B-2: Review, update, and issue, where appropriate, all quality standards and peer review guides under the Council’s purview by September 30, 2014. *(Responsible Officials: Committee Chairs)*
 - **Measure:** *Number of formal OIG professional quality standards and peer review guides that have been assessed to determine if updates are needed.*
 - Target: *100% of standards or guides reviewed annually.*

Objective 3-C: Educate stakeholders on CIGIE’s mission and activities based on stakeholders’ needs, priorities, and challenges.

- Objective 3-C-1: Conduct meetings and presentations, and develop and distribute information to better inform stakeholders on CIGIE’s mission and activities. *(Responsible Official: Executive Director)*
 - **Measure:** *Number of activities, contacts, or presentations used to educate stakeholders on CIGIE’s mission and activities.*
 - Target: *Combination of 12 activities, contacts, or presentations used by September 30, 2014.*

Objective 3-D: Administer CIGIE resources efficiently.

- Objective 3-D-1: Maintain a sound financial management system. (*Responsible Official: Executive Director*)
 - **Measure:** *Results of an annual financial statement audit, including review of the Council's internal control systems.*
 - **Target:** *Unqualified opinion annually.*
 - **Measure:** *Variance within major budget object classes in projected annual budget.*
 - **Target:** *Variances not to exceed 20% or \$25,000, whichever is less. Approval obtained from CIGIE's Executive Council for all variances over this specified target.*