



Federal Election Commission
Office of the Inspector General

STRATEGIC PLAN
for
FISCAL YEARS 2021-2025

Message *from the* Inspector General



It is with great pleasure that I present the Federal Election Commission (FEC) Office of Inspector General (OIG) Strategic Plan for Fiscal Years 2021 through 2025, which articulates the vision for the FEC OIG for the next five years.

The FEC OIG team created this plan through a collaborative process, which included a candid internal assessment of our strengths and areas for improvement, as well as robust and candid discussions regarding the role of the OIG. Through this collective process, the OIG team developed five key strategic goals for the next five years, which are summarized below:

1. Provide value-added support to FEC strategic operations and initiatives through independent oversight
2. Foster trust and strengthen relationships with stakeholders
3. Employ a high-performing, flexible, trusted, diverse, and engaged workforce
4. Leverage modern technology to improve and expand OIG operations
5. Promote a healthy work environment

This Strategic Plan provides the roadmap in building and supporting a high-performing team in providing oversight and recommending improvements to FEC programs and operations. I'd like to sincerely thank the team for developing this plan and I look forward to implementing it over the next five years.

A handwritten signature in black ink, appearing to read 'C. Skinner'.

Christopher Skinner
Inspector General

Core Values

Commitment

We are committed to continually seek personal and operational growth opportunities to preserve the positive reputation of the OIG. We pledge our dedication to persistently enhance our skillsets in efforts to uphold the integrity of the FEC.

Respect

We are devoted to creating a professional and positive work environment in which all colleagues and stakeholders are treated with the utmost respect. We welcome, value, and embrace the diversity of everyone and behave respectfully to all with whom we interact.

Service

We pride ourselves in providing a non-confrontational, value-added service to customers through objective, accurate, and timely evaluations of OIG inquiries in support of FEC operations and procedures.

Honesty

We are honest, fair, and true to ourselves, to each other, and to our customers, which is reflected in our reputation. We behave with the highest levels of integrity, which is fundamental to who we are as a team.

Collaboration

We strive to collaborate and build key relationships within the OIG community and the FEC in order to improve program operations, efficiencies, and effectiveness. We universally work together to identify potential opportunities to partner with OIG stakeholders in efforts to resolve Government wide concerns and maximize the value to the citizens of the United States.

Balance

We aim to balance customer needs with the mission of the OIG and FEC while assuring all endeavors of our work reflect transparent and unbiased processes. We apply this practice through our application of due regard for our peers, our beliefs, our family, and our stakeholders.

FEC OIG Strategic Plan FY21-25

Mission:

The FEC OIG is committed to detecting and preventing fraud, waste, abuse, and other violations of law, and to promoting economy, efficiency and effectiveness in the operations of the FEC. The OIG strives to collaboratively promote improvements to FEC strategic operations, programs, and initiatives by independently conducting value-added audits, reviews, and investigations.

Vision:

To serve as trusted agents in driving positive change and promoting integrity in FEC programs and operations.

FEC OIG Strategic Goals and Objectives for FY21-25:

The FEC OIG will foster a culture of professionalism, excellence, independence, transparency, teamwork, and value by implementing the following strategic goals and objectives.

Goals and Objectives




- 1. Provide value-added support to FEC strategic operations and initiatives through independent oversight, including audits, special reviews, and investigations**
 - Focus the OIG work plan on projects that improve economies and efficiencies of the FEC, to include alignment of the OIG work plan with the FEC strategic plan and special emphasis on matters identified in FEC's risk profile.
 - Recommend value-added improvements through audits and other reviews to FEC strategic operations and initiatives with emphasis on FEC's oversight of federal campaign spending.
 - Professionally and timely investigate allegations of fraud, waste, and abuse concerning FEC operations, programs, and contracts.
 - Leverage the use of independent professional accounting firms to complete mandatory and routine audits and special reviews to maximize the application of OIG resources.



2. Foster trust and strengthen relationships with stakeholders to ensure effective collaboration towards improving FEC strategic operations and initiatives

- Continuously engage with stakeholders to collaborate and build consensus, to include defining the “why” behind OIG audits, special reviews, and investigations, so as to promote and influence positive change.
- Identify opportunities to collaborate and contribute to the broader IG Community by participating in CIGIE initiatives and working groups.
- Provide non-confrontational, collaborative, and value-added service to customers through objective, accurate, and timely OIG audits, reviews, and inquiries in support of FEC strategic operations and initiatives.
- Provide positive and consistent customer service to internal and external stakeholders by soliciting and implementing customer feedback through, for example, satisfaction surveys for FEC staff upon completion of an OIG engagement.
- Build the OIG reputation through outreach to include FEC staff training, entrance conference procedures, website updates with video content, all-hands announcements, and outreach sessions, to emphasize both the fact and appearance of OIG independence.



3. Maximize the OIG's organizational effectiveness by employing a high-performing, flexible, trusted, diverse, and engaged workforce

- Embrace a culture of continuous professional development at all levels within the OIG team, to include continuous professional development opportunities for OIG team members.
- Support and embrace cross disciplines for OIG staff by recruiting diverse talent and providing robust cross training opportunities to all members of the OIG team.
- Continuously develop better business acumen through professional development focused on process improvement, root cause analysis, data analytics, and information security.



4. Leverage modern technology to improve and expand OIG operations, validate data integrity, and improve transparency

- Maximize the use of modern information technology resources in all OIG operations, to include data analytics, case management, cybersecurity, and communications.
- Develop the skills necessary to robustly monitor the FEC cybersecurity posture and risk mitigation efforts.
- Improve report quality by utilizing reliable data (dashboards, charts, figures) to support OIG findings, analyses, conclusions, and recommendations.



5. Promote a healthy work environment

- Embrace flexible work schedules and telework opportunities in efforts to maintain a healthy and positive work/life balance.
- Empower staff to make decisions and leverage our diversity to improve the quality of our work products.
- Create a fun work environment that encourages team building, improves collaboration, and enhances morale.
- Support each other in completing all mission objectives, influencing positive change, and promoting an environment of professionalism and mutual respect.



Federal Election Commission
Office *of the* Inspector General

REPORT FRAUD, WASTE, & ABUSE

OIG Hotline Portal
<https://fecoig.ains.com>



* Also accessible via:
<http://www.fec.gov/oig>

OIG Hotline Phone
202-694-1015



* Available from 9:00 a.m. to 5:00 p.m.
Eastern Standard Time, Monday through
Friday, excluding federal holidays.

Or you may call toll free at 1-800-424-9530 (press 0; then dial 1015). You may also file a complaint by completing the Hotline Complaint Form (<http://www.fec.gov/oig>) and mailing it to: 1050 First Street, N.E., Suite 1010, Washington DC 20463.

Individuals including FEC and FEC contractor employees are encouraged to alert the OIG to fraud, waste, abuse, and mismanagement of agency programs and operations. Individuals who contact the OIG can remain anonymous. However, persons who report allegations are encouraged to provide their contact information in the event additional questions arise as the OIG evaluates the allegations. Allegations with limited details or merit may be held in abeyance until further specific details are reported or obtained. Pursuant to the Inspector General Act of 1978, as amended, the Inspector General will not disclose the identity of an individual who provides information without the consent of that individual, unless the Inspector General determines that such disclosure is unavoidable during the course of an investigation. To learn more about the OIG, visit our Website at: <http://www.fec.gov/oig>.

Together we can make a difference!