



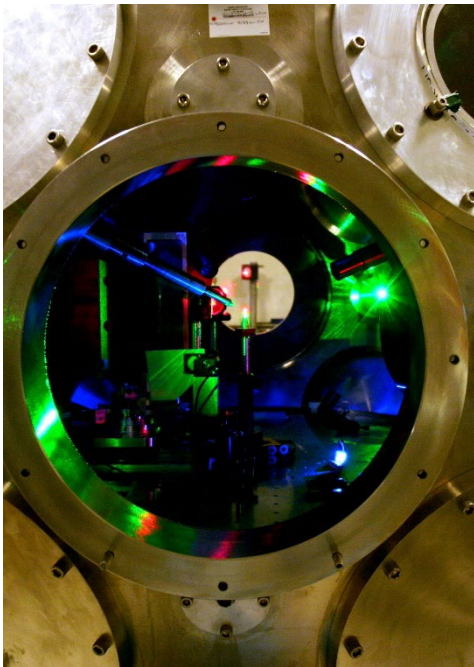
U.S. DEPARTMENT OF ENERGY

Office of Inspector General

Office of Inspector General 2026 Performance Plan

We provide independent oversight of the Department of Energy to promote sound fiscal stewardship.

This report provides the Office of Inspector General's performance objectives and metrics for fiscal year 2026.



Source: U.S. Department of Energy

Message from the Office of the Inspector General

I am pleased to present the U.S. Department of Energy Office of Inspector General's 2026 Performance Plan. Our work continues to be guided by an unwavering commitment to promote integrity, efficiency, and accountability across the Department of Energy. The Office of Inspector General's dedicated team of auditors, investigators, attorneys, and support professionals delivers meaningful oversight that helps strengthen Department operations and reduce fraud, waste, and abuse.



As we noted in our fiscal year 2025 Organizational Assessment, we transitioned our previous strategic initiatives and goals to an operational status after continued success in meeting them. With the start of fiscal year 2026 and the implementation of our new 2026-2030 Strategic Plan, we have updated our strategic goals and adopted new performance metrics that support continued organizational success. The 2026 Performance Plan is built on the foundation of our Strategic Plan, anchored by our mission, vision, and values, and establishes clear, measurable metrics to guide future improvement.

This Performance Plan is organized around our three strategic goals and the nine objectives that support their achievement. For each

objective, the Plan identifies the performance metrics we intend to meet over the fiscal year. These metrics span the entire Office of Inspector General and represent the most significant indicators of progress toward our strategic goals.

Throughout the coming year, the Office of Inspector General is committed to meeting each of its performance goals. I am extremely proud of the dedication

and hard work of our employees, whose efforts continue to strengthen our organization and enhance our performance every day. The fiscal year 2026 performance goals build upon our mission, vision, and values, reinforcing our commitment to integrity, objectivity, and excellence.

I look forward to another successful year.

Sarah Nelson
Assistant Inspector General
For Management
Performing the Duties of the Inspector General
Office of Inspector General

Our Vision, Mission, and Impact

Vision

We serve the Nation by executing independent, high-quality work, investing in a talented workforce, and applying innovative approaches to advance effective and accountable government.

We establish relationships with decision makers to understand their priorities and to promote positive change based on our findings.

Mission

To strengthen the integrity, economy and efficiency of the Department's programs and operations, including by deterring and detecting fraud, waste, abuse, and mismanagement through the faithful administration of the law.

We provide reliable and credible information to Congress, Department officials, the Department of Justice, and the public. This information identifies areas of risk and vulnerability, opportunities for improvement, and evidence of wrongdoing.

We have authority to inquire into all Department programs and activities, including the activities of recipients of Department money.

Impact

Our information allows officials to hold wrongdoers accountable, recover wasted taxpayer dollars, and improve programs and operations

We make recommendations to address our findings.

We provide evidence that allows decision makers to hold wrongdoers accountable.

Our Strategy

Goal 1:

Serve the American people through independent, prioritized, and timely oversight of the Department's programs and operations.

1. Deliver high-quality, impactful products
2. Make actionable recommendations to the Department
3. Align the Office of Inspector General's work to strategic priorities

Goal 2:

Promote a high-performing workforce by strengthening performance management to ensure accountability and recognition.

4. Strengthen systems and practices that ensure staff performance and conduct align with organizational values and strategic objectives
5. Support the Office of Inspector General's long-term success by optimizing operational efficiency and fostering a culture of innovation and continuous growth and improvement
6. Foster a motivated and high-performing workforce by implementing fair, transparent, and meaningful recognition and reward strategies

Goal 3:

Promote economy and efficiency through the application of advanced technologies, innovative approaches, and proactive outreach.

7. Streamline internal processes, increase output, and increase the value of our work
8. Implement Presidential policies across the Office of Inspector General
9. Strengthen trust through transparency and communication

Our Performance Plan - Fiscal Year 2026

Serve the American people through independent, prioritized, and timely oversight of the Department's programs

Objective: Deliver high-quality, impactful products

Success in this objective will be demonstrated through measurable outcome of our products, including questioned costs, investigative recoveries, and funds put to better use. Achieving these results also reflects our progress in reducing average project duration and continually improving our ability to meet product delivery timelines.

Financial Impact and Budget and Resource Stewardship

Measure	FY 26 Target
Ratio of measurable program outcomes (questioned costs, recoveries, or funds put to better use) achieved through OIG audits and investigations per \$1 spent	≥ 1:1 return on investment or higher
Total investigative monetary impact (ROI), as measured by Recoveries + Cost Avoidances + Restitutions ÷ OI Operating Budget	≥ 10:1 return on investment

Audit and Investigation Planning and Execution

Measure	FY 26 Target
Improvement in audit timelines as measured from audit initiation to report issuance, highlighting the OIG's continued focus on reducing the average duration of audits.	≥ 5% improvement year over year
Percent of audits started within 30 days of planned audit start dates, focused on ensuring OIG timeliness related to audit initiation	75%
Percent of investigations that meet a 90-day issuance, as measured from the time the last investigation step is completed	≥ 50%
Percent of opened investigations with no reportable outcome completed within 180 days	50%
Percent of whistleblower reprisal investigations that are completed within 360 days of receipt by the OIG	≥ 50%

Our Performance Plan - Fiscal Year 2026

Objective: Make actionable recommendations to the Department

Success in this objective is reflected in our internal metrics, which measure our ability to deliver completed reports and recommendations to the Department within acceptable timeframes, as well as our effectiveness in producing reportable outcomes derived from our investigative case work.

Reporting and Case Outcomes and Impacts

Measure	FY 26 Target
Percent of final Office of Audit products (audits, inspections, evaluations) issued within 30 business days of receiving Department management response	≥ 65%
Percent of cases open more than 180 days with reportable outcome	≥ 50%

Objective: Align the Office of Inspector General's work to strategic priorities

Success in this objective is demonstrated by the percentage of deviation from our approved plans, the number of investigations initiated in designated priority areas, the proportion of proactive reviews launched in response to field-generated complaints, and our ability to meet statutory deadlines for Congressional reports, notifications, and briefings.

Audit and Investigation Planning and Execution

Measure	FY 26 Target
Percentage of deviation from the OIG's approved/planned audits to respond to other work, without justification.	≤ 10% deviation
Percent of Investigative Resources Aligned to High-Priority Areas (e.g., contract fraud, grant fraud, cyber crime, and employee misconduct with strategic emphasis on cases involving national security, homeland security, and public safety)	≥ 80%

Stakeholder Engagement

Measure	FY 26 Target
Percent of investigations and proactive, developmental reviews opened during the fiscal year resulted from field-generated complaints developed through proactive initiatives or direct contacts with sources of information.	≥ 50%

Our Performance Plan - Fiscal Year 2026

Promote a high-performing workforce by strengthening performance management to ensure accountability and recognition.

Objective: Strengthen systems and practices that ensure staff performance and conduct align with organizational values and strategic objectives

Success in this objective is demonstrated by our ability to fill positions through internal reassignments and promotions, our timeliness in addressing performance concerns, and the efficiency with which we hire new employees.

Human Capital and Hiring

Measure	FY 26 Target
Percent of vacant positions filled by internal reassignments or promotions	≥ 20%
Average time-to-hire as measured from vacancy announcement to tentative offer	≤ 80 calendar days

Addressing Performance and Conduct Issues

Measure	FY 26 Target
Timeliness of addressing identified performance deficiencies or conduct related issues through counseling, Performance Improvement Plans (PIPs), or administrative actions.	Initiate within 15 business days of issue identification

Objective: Support the Office of Inspector General’s long-term competitiveness by optimizing operational efficiency and fostering a culture of innovation and continuous growth and improvement

Success in this objective is demonstrated by the proportion of employees who pursue and maintain professional certifications, the level of participation in leadership development pathways, and our organization’s overall ability to achieve its strategic and operational goals.

Talent Development

Measure	FY 26 Target
Percent of identified high-potential staff participating in executive or leadership development pathways	≥ 5%
Percent of Office of Audit staff that maintain or pursue relevant professional certifications (CPA, CISA, CFE, etc.)	≥ 50%

Performance Objectives

Measure	FY 26 Target
Percent of annual strategic and operational goals met or exceeded within defined deadlines	≥ 90%

Our Performance Plan - Fiscal Year 2026

Objective: Foster a motivated and high-performing workforce by implementing fair, transparent, and meaningful recognition and reward strategies

Success in this objective is demonstrated through our ability to consistently recognize outstanding employees, formally and informally, throughout the year.

Employee Recognition

Measure	FY 26 Target
Number of formal or informal recognition events per fiscal year ensuring the highest of OIG performers are recognized	≥ 2

Our Performance Plan - Fiscal Year 2026

Promote economy and efficiency through the application of advanced technologies, innovative approaches, and proactive outreach.

Objective: Streamline internal processes, increase output, and increase the value of our work

Success in this objective is demonstrated through increased employee productivity, the implementation of operational innovations, measurable cost savings achieved within the Office of Inspector General through improved management practices, and the growth in products supported by data analytics or other technical operations.

Employee Productivity Rate and Financial Impact

Measure	FY 26 Target
Ratio of measurable program outcomes (questioned costs, recoveries, or funds put to better use) achieved through OIG audits and investigations per \$1 spent	≥ 1:1 ROI or higher
Ratio of deliverables (e.g., services, audits, inspections, evaluations, or cases) completed per FTE	Ongoing Improvements

Process Improvements Implemented

Measure	FY 26 Target
Process improvements initiatives completed	Ongoing improvements

Support by Data Analytics and Technical Operations

Measure	FY 26 Target
Percentage of audits incorporating data analytics or risk modeling	25%
Percent of Investigations Supported by Data Analytics, Technical Operations or CINIS	≥ 80%

Our Performance Plan - Fiscal Year 2026

Objective: Implement Presidential policies across the Office of Inspector General

Success in this objective is demonstrated by our ability to implement executive orders and directives within established timeframes.

Policy Execution Timeliness

Measure	FY 26 Target
Percent of executive orders and directives implemented within established timelines	≥ 95% on-time implementation

Efficiency Gains

Measure	FY 26 Target
Reduction in administrative burden resulting from an annual review/update of OIG guidelines and operating procedures	≥ 10 OIG owned guides/ procedures reviewed and updated annually

Objective: Strengthen trust through transparency and communication

Success in this objective is demonstrated by our timely acknowledgement and response to issues that our stakeholders raise.

Response Efficiency

Measure	FY 26 Target
Average days to acknowledge/respond to public or stakeholder (Administration, Department, Congress) inquiries/requests	≤ 5 business days