



OFFICE OF INSPECTOR GENERAL



DEPARTMENT OF THE INTERIOR

RECOVERY OVERSIGHT ADVISORY

A Critical Point Evaluation Product





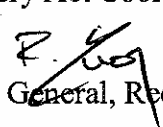
RECOVERY OVERSIGHT OFFICE

Washington, DC 20240

April 8, 2009

Memorandum

To: Chris Henderson
Department Recovery Act Coordinator

From: Robert A. Knox 
Assistant Inspector General, Recovery Oversight Office

Subject: Recovery Oversight Advisory – Senior Executive Service and Senior
Management Performance Plans (ROO-ROA-MOA-1002-2009)

Congress provided us with funding to oversee and ensure accountability of the \$3 billion appropriated to the Department of the Interior (Department) in the American Recovery and Reinvestment Act (Recovery Act or Act). To help safeguard these taxpayer dollars, we will focus on: preventing fraud, waste, and abuse of recovery and reinvestment dollars; early detection to reduce the impact of such misuse when it does occur; and ensuring transparency in our oversight efforts. In a spirit of collaboration with the Department as it implements the massive programs envisioned under the Act, this advisory informs you of concerns we have regarding senior executive service (SES) and senior management performance plans.

Given the emphasis on the transparent use of Recovery Act funds and the justification for programs and projects supported with those funds, we believe it is essential that all levels of staff engaged in Recovery Act activities be held accountable for performance. Additionally, OMB's "Updated Implementing Guidance for the American Recovery and Reinvestment Act of 2009" (issued April 3, 2009, Question 2.8) requires agencies to include in their program-specific Recovery Act Plans "a description of agency program plans for holding managers accountable for achieving Recovery Act program goals and improvement actions identified." Setting performance measures and targets related to Recovery Act activities will help the Department and its Bureaus to meet this OMB requirement and to hold senior executives and managers engaged in implementation of Recovery Act activities accountable.

Setting an appropriate tone from the top - an important internal control - by developing performance measures and targets related to the Recovery Act for senior staff engaged in Recovery Act activities is a possible first step to ensure accountability from a human capital perspective. Such measures set an example for all staff engaged in Recovery Act projects.

We do not require an official response to this advisory, but we will post it on our website (www.doioig.gov) and Recovery.gov. Information contained in this advisory may also be included in our semi-annual reports to Congress. Please feel free to contact me if you have any questions.

cc: Acting Assistant Secretary – Policy, Management and Budget
Director, Office of Financial Management
Departmental GAO/OIG Audit Liaison
Audit Liaison, Office of the Secretary

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