



D.C. BOARD OF ETHICS AND GOVERNMENT ACCOUNTABILITY PROPOSED FY 2025 PERFORMANCE PLAN

APRIL 3, 2024

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1 D.C. BOARD OF ETHICS AND GOVERNMENT ACCOUNTABILITY

Mission: The Board of Ethics and Government Accountability (BEGA) is responsible to administer and enforce the District of Columbia Code of Conduct and enforce government-wide compliance with the D.C. Freedom of Information Act and the Open Meetings Act.

Services: Specifically, BEGA is responsible for nine main areas. Investigating alleged violations of the Code of Conduct, holding adversarial hearings and, where appropriate, levying sanctions; Issuing Advisory Opinions, providing safe-harbor for good-faith reliance on these opinions; Conducting mandatory ethics training for District government employees; Updating and maintaining the District Ethics Manual; Receiving and reviewing public financial disclosure statements and certifications from public officials, Advisory Neighborhood Commissioners, and, as of January 1, 2015, candidates for nomination for election, or election; Receiving and auditing lobbyist registration forms, termination forms, and lobbyist activity reports; Enforcing the Open Meetings Act; Monitoring the District's compliance with the Freedom of Information Act; and Assisting government agencies in the implementation of open government practices.

2 PROPOSED 2025 OBJECTIVES

Strategic Objective

Issue ethics advice in an expeditious and consistent fashion.

Conduct timely and appropriate investigations and enforcement actions.

Conduct mandatory training on the Code of Conduct and produce ethics training materials.

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

3 PROPOSED 2025 OPERATIONS

Operation Title	Operation Description	Type of Operation
Issue ethics advice in an expeditious and consistent fashion.		
Render Timely Advice. Respond to requests for informal ethics advice in a substantive and useful manner.	Work with staff to ensure that ethics guidance is provided to government employees who seek ethics guidance.	Daily Service
Conduct timely and appropriate investigations and enforcement actions.		
Monitor and support ongoing investigations to ensure timely completion.	Track progress throughout the year and work with staff to ensure movement.	Daily Service
Conduct mandatory training on the Code of Conduct and produce ethics training materials.		
Increase Training Sessions. Increase number of trainings available to District government employees.	Allocate staff time to ensure availability when requests are made from client agencies.	Daily Service

4 PROPOSED 2025 KEY PERFORMANCE INDICATORS AND WORKLOAD MEASURES

Key Performance Indicators

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 Target
Issue ethics advice in an expeditious and consistent fashion.					
Percent of formal written Advisory Opinions appealed to the Ethics Board	Down is Better	0%	0%	0%	0%
Percent of advice queries received that were handled as informal rather than formal within 72 hours	Up is Better	New in 2024	89.5%	New in 2024	Not Yet Available
Number of formal written Advisory Opinions issued within the fiscal year	Up is Better	New in 2023	95	New in 2024	3
Conduct timely and appropriate investigations and enforcement actions.					
Percent of investigations resolved by dismissal, negotiated disposition, or issuance of Notice of Violation within 120 days of initiation	Up is Better	92.5%	86.3%	85%	85%
Percent of complaints closed within 30 days.	Up is Better	New in 2024	85%	New in 2024	Not Yet Available
Percent of final Ethics Orders issued within 45 days of close of a show cause hearing	Up is Better	New in 2024	85%	New in 2024	Not Yet Available
Conduct mandatory training on the Code of Conduct and produce ethics training materials.					
Percent of agency trainings held within 90 days of agency making the request	Up is Better	100%	100%	100%	100%
Percent of evaluations completed by attendees with an overall positive rating of 3 or higher on the BEGA training evaluation form	Up is Better	95%	95%	85%	85%
Percent of agency training requests granted	Up is Better	New in 2024	100%	New in 2024	100%
Create and maintain a highly efficient, transparent, and responsive District government.					
Percent of new hires that are District residents	Up is Better	New in 2023	50%	No Target Set	No Target Set
Percent of employees that are District residents	Up is Better	New in 2023	65.2%	No Target Set	No Target Set
Percent of required contractor evaluations submitted to the Office of Contracting and Procurement on time.	Up is Better	New in 2023	0%	No Target Set	No Target Set
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	Up is Better	New in 2023	20%	No Target Set	No Target Set

Key Performance Indicators (*continued*)

Measure	Directionality	FY 2022	FY 2023	FY 2024 Target	FY 2025 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.	Up is Better	New in 2023	Not Available	No Target Set	No Target Set

Workload Measures

Measure	FY 2022	FY 2023
Render Timely Advice. Respond to requests for informal ethics advice in a substantive and useful manner.		
Number of requests for informal ethics advice	380	435
Number of formal written advisory opinions issued pursuant to a request	0	1
Number of formal written advisory opinions issued on the agency's own initiative	2	4
Monitor and support ongoing investigations to ensure timely completion.		
Number of preliminary investigations opened based on tips to the hotline	0	0
Number of complaints received	175	205
Number of preliminary investigations converted to formal investigations	4	3
Number of preliminary investigations opened based on information provided by means other than the hotline	144	113
Number of preliminary investigations resolved with a negotiated disposition	7	10
Number of formal investigations resolved after an evidentiary hearing	1	0
Number of preliminary investigations resolved after an evidentiary hearing	0	7
Number of formal investigations resolved with a negotiated disposition	18	0
Number of preliminary investigations dismissed	18	113
Number of formal investigations dismissed	1	8
Number of complaints dismissed	New in 2024	100
Increase Training Sessions. Increase number of trainings available to District government employees.		
Number of trainings conducted	62	46
Number of District Employees trained	Not Available	Not Available