

CONGRESSIONAL BUDGET JUSTIFICATION



Appendix 3:
U.S. Department of State and U.S. Agency for International Development
Status of Open Government Accountability Office (GAO) and
Office of the Inspector General (OIG) Recommendations

Fiscal Year 2025

Overview

Published on March 11, 2024

The Department of State and U.S. Agency for International Development (USAID) continue to implement oversight recommendations from the Government Accountability Office (GAO) and Office of Inspector General (OIG). Pursuant to the *Good Accounting Obligation in Government Act* (P.L. 115-414), this supplement to the Department and USAID's FY 2025 Congressional Budget Justifications (CBJ) provides the status of all recommendations open for more than one year, anticipated timelines for implementation, and other corrective actions. GAO and OIG recommendations that were open longer than a year as of November 1, 2023, are included. All updates included below are current as of November 2023. Some status updates may have been updated since November 1, 2023.

The appendix is presented in four categories, each sorted by the public release date of the report, from most recent to oldest:

1. **GAO** open recommendations: **U.S Department of State;**
2. **OIG** open recommendations: **U.S. Department of State;**
3. **GAO** open recommendations: **USAID;**
4. **OIG** open recommendations: **USAID.**

Department of State

Status of Open Government Accountability (GAO) Recommendations

Fiscal Year 2025

	GAO Report Title	GAO Report Number	Publicly Released	Recommendation	Bureau	Status and Timeline
1	Privacy: Dedicated Leadership Can Improve Programs and Address Challenges	GAO-22-105065	9/22/2022	The Secretary of State should establish a time frame for incorporating privacy into an organization-wide risk management strategy that includes a determination of risk tolerance and develop and document this strategy.	Bureau of Administration	The Department is establishing a timeframe for incorporating privacy into an organization-wide risk management strategy by April 30, 2024. The strategy will include a determination of risk tolerance.
2	Privacy: Dedicated Leadership Can Improve Programs and Address Challenges	GAO-22-105065	9/22/2022	(Priority) The Secretary of State should establish a timeframe for fully defining and the role of the senior agency official for privacy or other designated privacy official in reviewing and approving system categorizations, overseeing privacy control assessments, and reviewing authorization packages, and document these roles.	Bureau of Administration	An update to the Department's Foreign Affairs Manual is expected to be published by April 2024. The Department is establishing a time frame for incorporating privacy into an organization-wide risk management strategy that includes a determination of risk tolerance by April 30, 2024.
3	Privacy: Dedicated Leadership Can Improve Programs and Address Challenges	GAO-22-105065	9/22/2022	The Secretary of State should establish a time frame for fully developing a privacy continuous monitoring strategy and develop and document this strategy.	Bureau of Administration	The Department is fully developing and documenting a continuous monitoring strategy for privacy. The strategy is projected to be completed by April 30, 2024.
4	State Department: Additional Actions Needed to Improve Workplace Diversity and Inclusion	GAO-22-105182	7/21/2022	The Secretary of State should ensure the Office of Diversity and Inclusion establish performance measures for State's DEIA-related goals and objectives in the workplace and develop a process to evaluate progress.	The Secretary's Office of Diversity and Inclusion	The Secretary's Office of Diversity and Inclusion (S/ODI) is developing quantitative and qualitative performance measures for a range of goals and objectives in the Department's Diversity, Equity, Inclusion, and Accessibility (DEIA) Strategic Plan. S/ODI recently onboarded a Senior Policy Advisor to work with the DEIA Strategic Plan Implementation Team to finalize which measures will be prioritized, given budget resources, staffing constraints, and the level of enterprise-wide impact. When the Implementation Team approves the measures, they will be added as a dedicated column in the DEIA Strategic Plan's Implementation Dashboard. S/ODI will notify GAO on the Department's progress in instituting this change.
5	State Department: Additional Actions Needed to Improve Workplace Diversity and Inclusion	GAO-22-105182	7/21/2022	The Secretary of State should develop and implement additional actions to enhance accountability for workplace DEIA goals, including for managers and supervisors, such as	The Secretary's Office of Diversity and Inclusion	The Department deployed new DEIA-specific competency requirements for Civil Service employees and supervisors in the 2023 performance management cycle. Measured competencies include employee responsibility for advancing and integrating the Department's DEIA goals; cultural

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				analyzing the effectiveness of accountability mechanisms.		<p>sensitivities; respect for individual differences; and the ability to build diverse collaborative networks.</p> <p>Supervisor performance goals also include modeling behavior that supports a culture of inclusion and impartial treatment of all colleagues while adhering to EEO standards and practices.</p> <p>The Department also issued new decision criteria for Foreign Service tenure and promotion that includes performance objectives for diversity and inclusion in the current 2022-2023 evaluation cycle. Every Foreign Service employee, regardless of their position, must use concrete examples to demonstrate how they have advanced DEIA to be competitive for promotion.</p> <p>State remains committed to maintaining transparency with its workforce, as reflected by the policy of sharing how the Department’s discipline program holds employees accountable if they engage in harassment, discrimination, or other negative behaviors.</p>
6	State Department: Additional Actions Needed to Improve Workplace Diversity and Inclusion	GAO-22-105182	7/21/2022	The Secretary of State should create a plan to improve State's barrier analysis process that ensures all steps of the process are followed.	The Secretary’s Office of Diversity and Inclusion	<p>The Secretary’s Office of Diversity and Inclusion (S/ODI) leads a DEIA Data Working Group (DWG) that is developing a robust package of guidance to facilitate Bureau’s ability to conduct their own barrier analyses. The package includes a: Standardized Operating Procedure (SOP) to guide the department's barrier analyses; template for Memoranda of Understanding (MOUs) that will be signed between the DEIA Data DWG and State elements that conduct barrier analyses; and DEIA data request and user rules of behavior form to ensure the ethical data use across the Department.</p> <p>As part of these efforts, S/ODI and the DEIA DWG are working to ensure that any guidance distributed on State’s new barrier analysis process incorporates Equal Employment Opportunity Commission (EEOC) advice and guidance. In addition, S/ODI is tracking progress to implement bureau-level barrier analyses in the Department’s DEIA Agency Priority Goal.</p>

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7	State Department: Additional Actions Needed to Improve Workplace Diversity and Inclusion	GAO-22-105182	7/21/2022	The Secretary of State should improve the Department's statistical methodology to ensure it is appropriate for identifying potential barriers to diversity.	The Secretary's Office of Diversity and Inclusion	<p>The Secretary's Office of Diversity and Inclusion (S/ODI) leads a DEIA Data Working Group (DWG) comprised of data experts from: S/ODI; the Bureau of Global Talent Management's (GTM's) Office of Talent Analytics; the Secretary's Office of Civil Rights; and the Office of Management Strategy and Solutions' (M/SS's) Center for Analytics.</p> <p>The Working Group applies sound methodologies to approach data studies and analyses of workforce demographic data. The DWG's work is currently focused on baseline data studies on Foreign Service bidding and Civil Service Applicant Data Flow, with a key point of emphasis being the identification of potential barriers facing staff.</p> <p>After the initial round of activities is complete, the DEIA DWG will undertake targeted follow-on analyses of the identified issues.</p>
8	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to ensure that the IT workforce planning processes and documents in development are completed and updated regularly for the Civil Service.	Bureau of Information Resource Management	<p>In August 2023, the Chief Information Officer (CIO) approved the IT Strategic Workforce Plan, including a schedule for regular reviews.</p> <p>IRM is compiling additional documentation GAO requested detailing the regularity of future updates of the IT Strategic Workforce Plan to close the recommendation.</p>
9	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to ensure that the IT workforce planning processes and documents in development are completed and updated regularly for the Foreign Service.	Bureau of Information Resource Management	<p>In August 2023, the CIO approved the IT Strategic Workforce Plan, including a schedule for regular reviews.</p> <p>IRM is compiling additional documentation GAO requested detailing the regularity of future updates of the IT Strategic Workforce Plan to close the recommendation.</p>
10	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to update State's domestic competency and staffing monitoring tools and incorporate the results of these tools in updated workforce planning documents.	Bureau of Information Resource Management	The Department completed the competency models for the Civil and Foreign Service IT employees and published the associated technical report in September 2023.

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						IRM is compiling additional documentation GAO requested detailing the regularity of future updates of the IT Strategic Workforce Plan to close the recommendation.
11	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to update State's overseas competency and staffing monitoring tools, incorporating the results of these tools in updated workforce planning documents.	Bureau of Information Resource Management	The Department completed the competency models for the Civil and Foreign Service IT employees and published the associated technical report in September 2023. Department actions are currently under review by GAO for closure of this recommendation.
12	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to develop a plan, including performance indicators, baselines, milestones, and targets, to monitor the progress of the Department's IT recruitment programs and processes.	Bureau of Global Talent Management	The Department continues to take action to make progress on this recommendation. The Foreign Service Applicant Tracking System (ATS) aims to create a single Department record for contact with Foreign Service prospects/candidates. It will also allow for evaluation of the full range of recruitment methods and data-driven improvements to those methods. The ATS developer anticipates earliest date for implementation in mid-2025. Pending implementation of the ATS, the Department will conduct ongoing analysis of our pipeline for positions.
13	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to ensure that relevant data related to IT recruitment activities are accurate and available to facilitate decision-making and enable the department to monitor and evaluate its performance in meeting its IT human capital goals.	Bureau of Global Talent Management	The Department continues to take action to progress on IT recruitment data collection and management to facilitate decision making for performance evaluation of IT human capital goals. For the Foreign Service, the Department continues to develop the Foreign Service Applicant Tracking System. In early November, discovery began for the first phase to replace the existing applicant tracking service and capture a broader applicant data. The expected completion date for this phase is summer 2024. The Department also continues its efforts to educate hiring managers and HR staff on the various hiring mechanisms available for IT Civil Service positions. In December 2022, the Department launched a new Civil Service (CS) Hiring Manager Streams Channel to increase hiring managers' awareness and understanding of Civil Service recruitment, staffing, and classification, including links to available resources.

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14	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to consider expanding the number of Foreign Service IT positions that are available to external applicants year-round.	Bureau of Global Talent Management	The Department continues to make progress on this recommendation. In May 2023, the Director General approved a request from the Chief Information Officer to combine the three Foreign Service IT skill codes into one as part of the IT Modernization effort at the Department. The Department is currently developing the standard field description for the Diplomatic Technology Officer workforce. Once this is complete, the Department will begin developing the new vacancy announcement. The Department is on track to develop and advertise the new vacancy announcement for the Foreign Service IT positions in FY 2024 Q3.
15	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to consider expanding the number of Civil Service IT positions that are available to external applicants year-round.	Bureau of Global Talent Management	The Department continues to consider whether an expansion of year-round Civil Service IT announcements is warranted given existing hiring efforts. The Department continues to use the full range of hiring mechanisms available for IT positions and educate hiring managers and HR staff on these mechanisms. In the context of the White House “Memorandum on Revitalizing America’s National Security Workforce, Institutions, and Partnerships” and the Secretary’s Modernization initiative, recent efforts have focused on hiring of STEM professionals, including in the IT field.
16	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to create and document a strategy for using hiring flexibilities and recruitment incentives for IT recruiting.	Bureau of Global Talent Management	The Department continues to make progress on this recommendation using the full range of hiring options available, including Direct Hire Authorities and recruitment incentives for IT positions. Approval to continue these incentives in the future will be requested as needed.
17	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to develop a plan, including performance indicators, baselines, milestones, and targets, to monitor the progress of the department's IT retention programs and processes.	Bureau of Global Talent Management	The Department expects the Talent Retention Plan to be finalized by the end of February 2024. The recommendations in the Talent Retention Plan will be incorporated into core strategy and budgeting documents and tracked via existing strategic planning and performance evaluation systems. Data from the annual Stay Survey and KPI tracking via the Organizational Health and Performance Council and core strategic planning processes will provide regular input and feedback so Department policies can continue to evolve and be responsive to the needs of employees and the organization.
18	State Department: Additional Actions Needed	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to ensure that relevant data related to IT retention activities are accurate	Bureau of Global Talent Management	The Talent Scorecard recommendation in the Department-wide Talent Retention Plan will support improved data management practices to help ensure bureau- and Department-leadership have the information they need to

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	to Address IT Workforce Challenges			and available to facilitate decision-making and enable the department to monitor and evaluate its performance in meeting its IT human capital goals.		make data-informed talent management policies, including those regarding the recruitment and retention of IT professionals. As part of the Talent Retention Plan, the Bureau of Global Talent Management will update and standardize processes to facilitate providing relevant employee data to bureau leadership.
19	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to obtain and track data related to employee morale issues for IT professionals in order to evaluate State's progress toward meeting its human capital goals.	Bureau of Information Resource Management	The Department launched the reoccurring 2023 State of the IT Workforce Survey in September 2023 to track data related to employee morale. Results are currently being analyzed and will be used to develop recommendations in the next IT Strategic Workforce Plan, as appropriate. IRM is compiling the data GAO requested to close the recommendation, including the plan for evaluating IT morale data and progress toward meeting human capital goals, the updated State of the IT Workforce Survey, the analysis of IT employee morale data to determine root causes of employee morale problems, and the new IT Strategic Workforce Plan with 2023 survey data.
20	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to create and document a strategy on implementing meaningful rewards programs and on providing incentives to motivate and reinforce expected levels of performance and desired conduct in the IT workforce.	Bureau of Information Resource Management	The Department has an active IT Skills Incentive Pay (SIP) and Cybersecurity SIP reward programs to incentivize the IT workforce. IRM is compiling the data GAO requested to close the recommendation, including documentation that shows the review of the Skills Incentive Pay (SIP) and Cyber SIP reward programs effectiveness to incentivize the IT workforce.
21	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to create and document a strategy to develop a tailored approach to the use of available flexibilities, benefits, and incentives and tailoring benefits to current IT employees' needs for retention.	Bureau of Global Talent Management	The Department already leads the U.S. Government interagency on a position-based workplace flexibilities policy. The upcoming Talent Retention Plan recommends further standardizing workplace flexibilities, which could entail identifying certain categories of positions as fully remote or telework-eligible, including those with greater external competition such as those requiring cutting-edge IT skills.
22	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to obtain and track data on aligning Foreign Service IT employee performance expectations with agency goals to	Bureau of Global Talent Management	The Department has transitioned Foreign Service performance evaluations to a new agile platform, Performance Next, for the 2023-2024 rating period. Guidance to managers will include more directly aligning performance expectations and evaluations with agency goals.

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				facilitate decision-making and enable the department to monitor and evaluate its performance in meeting its IT human capital goals.		
23	State Department: Additional Actions Needed to Address IT Workforce Challenges	GAO-22-105932	7/12/2022	The Secretary of State should direct the Under Secretary for Management to obtain and track data on aligning Civil Service IT employee performance expectations with agency goals to facilitate decision-making and enable the department to monitor and evaluate its performance in meeting its IT human capital goals.	Bureau of Global Talent Management	The Department has made progress in linking Civil Service IT employee performance and agency goals. Specific linkage between IT goals and the Department would be tracked at the bureau level. Authorized personnel within each bureau are granted access to HR Dashboards. Bureaus track rating completion for their specific bureau. Specific goals related to IT human capital goals would be tracked at the bureau level.
24	Yemen: State and DOD Need Better Information on Civilian Impacts of U.S. Military Support to Saudi Arabia and the United Arab Emirates	GAO-22-105988	6/15/2022	The Secretary of State should ensure that the Bureau of Political-Military Affairs, in consultation with DOD, develops specific guidance for investigating any indications that U.S.-origin defense articles have been used in Yemen by Saudi Arabia or UAE in substantial violation of relevant agreements with those countries, including for unauthorized purposes.	Bureau of Political - Military Affairs	In August 2023, the Department released the Civilian Harm Incident Response Guidance (CHIRG). Led by the Bureau of Political-Military Affairs and the Bureau of Democracy, Human Rights, and Labor, this guidance establishes a standard process to document, assess, validate, and act in response to reports that use of U.S.-furnished end-items by authorized recipients has resulted in civilian harm. The CHIRG aims to prevent civilian harm incidents from recurring, and to drive partners to conduct military operations in accordance with international law. Under GAO review for closure.
25	Yemen: State and DOD Need Better Information on Civilian Impacts of U.S. Military Support to Saudi Arabia and the United Arab Emirates	GAO-22-105988	6/15/2022	The Secretary of State should provide current information to relevant congressional committees on each of the certification elements required by Section 1290 of the John S. McCain National Defense Authorization Act for Fiscal Year 2019.	Bureau of Political - Military Affairs	The Department's position is that this certification was not legally required. However, the Department has and will continue to engage with members of Congress to provide updates on the Yemen conflict and related issues. In October 2023, a senior State official participated in a hearing which this topic was discussed.
26	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve	GAO-22-105860	6/9/2022	The Secretary of Commerce and the Secretary of State should indicate the methods the agencies will use to maintain an effective working	Bureau of Economic and Business Affairs	The Bureau of Economic and Business Affairs coordinated with the Department of Commerce to include additional working relationship advancements into the new Partner Post Program Memorandum of Understanding (MOU) signed in 2021. The new document was signed by

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	Coordination and Effectiveness			relationship in their Memorandum of Understanding for the Partner Post Program.		<p>senior leadership from both Departments and renewed the working relationship and overall program for an additional five years. New language was negotiated and included clarification of roles, responsibilities, and timelines of required program administrative functions. The new agreement includes an application process for joining the program, a new annual review structure, and clearer language on existing dispute resolution segments of the MOU.</p> <p>In addition to the new MOU language, State and Commerce have agreed to update and reissue the 57-page 2016 Partner Post Standard Operating Procedures (SOP). By updating and reissuing the SOP as a supplement to the 2021 MOU, State and Commerce can provide greater direction on responsibilities, roles, and timelines relevant to all stakeholders from posts to Department leadership. The updated SOP is in progress.</p>
27	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve Coordination and Effectiveness	GAO-22-105860	6/9/2022	The Secretary of Commerce and the Secretary of State should clarify how Commerce and State will sustain program leadership over the long term, such as with succession planning, in their Memorandum of Understanding for the Partner Post Program.	Bureau of Economic and Business Affairs	The Bureau of Economic and Business Affairs highlights additional language in the new MOU that clarifies the designation of Partner Post Managers from each Department. It clearly defines administrative functions to ensure long-term oversight with specified senior leadership positions linked to high-level administrative decisions, such as final approval for adding or removing posts from the program. As noted above, State and Commerce have agreed to update and reissue the 57-page 2016 Partner Post Standard Operating Procedures (SOP). The updated SOP is in progress.
28	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve Coordination and Effectiveness	GAO-22-105860	6/9/2022	The Secretary of Commerce and the Secretary of State should ensure Commerce and State articulate and agree to a process for making and enforcing program decisions in their Memorandum of Understanding for the Partner Post Program.	Bureau of Economic and Business Affairs	The Bureau of Economic and Business Affairs points to recent improvements within the new 2021 MOU, with input from legal advisory offices, on articulating position responsibilities, program decision roles, and clear timelines on when enforcement or decisions need to be made. For example, the new MOU designates the Program Managers (PMs) as the lead for implementing and enforcing the newly structured performance review process on an annual basis under the guidelines agreed to within the MOU that also include clear timelines for how enforcement recommendations are to be resolved. PMs from State and Commerce have already begun carrying out new elements from the 2021 Partner Post MOU. PMs jointly established, with leadership approval, a new method with clearly defined benchmarks for

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						<p>analyzing the performance of posts into two Tiers as outlined in the 2021 MOU. This new annual process aggregates data from both Departments to provide better insight into Post performance and on what areas Commerce and State may need to devote more resources. State and Commerce also schedule regular calls to synchronize efforts and jointly engage Partner Posts on providing feedback on data collection and performance reviews.</p> <p>The Bureau of Economic and Business Affairs is requesting GAO to close this recommendation.</p>
29	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve Coordination and Effectiveness	GAO-22-105860	6/9/2022	The Secretary of Commerce and the Secretary of State should ensure that Commerce and State indicate how they will use client feedback on client experiences in their Memorandum of Understanding for the Partner Post Program.	Bureau of Economic and Business Affairs	The Partner Post MOU outlines that client feedback is to be collected and reviewed in accordance with existing Department of Commerce Survey Policy. Partner Posts are identified as having the sole and full accountability for the quality of service provided and any response to client feedback in alignment with policy. Commerce’s Sponsor Posts are responsible for providing guidance to their Partner Posts on reviewing and incorporating client feedback into the provision of services. Based on this recommendation, State and Commerce are continuing to explore the technical possibility of Commerce aggregating client feedback to use as a new performance element in future Performance Reviews.
30	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve Coordination and Effectiveness	GAO-22-105860	6/9/2022	The Secretary of State and the Secretary of Commerce should ensure their agencies indicate a method to evaluate outcomes or a way to track or monitor progress toward goals for the program in their guidance cables for the Deal Team Initiative.	Bureau of Economic and Business Affairs	In an ongoing effort to provide guidance and resources to Embassy Deal Teams, State in partnership with Commerce has launched a capacity-building initiative – Anatomy of a Deal – that highlights post efforts, best practices, and lessons learned in helping U.S. companies win deals in foreign markets. The inaugural session was held in November 2022, reaching 180 Economic and Foreign Commercial Service Officers. Since then, the Departments of State and Commerce have held five sessions, training over 600 officers. The goal of the Anatomy of a Deal program is to encourage peer-to-peer learning in helping outline how Embassies can promote the Department’s commercial diplomacy objectives and support the creation and maintenance of U.S. jobs – a primary goal of the Deal Team Initiative.
31	Economic and Commercial Diplomacy: State and Commerce Could Build on	GAO-22-105860	6/9/2022	The Secretary of State and the Secretary of Commerce should ensure their agencies specify how Embassy Deal Teams should identify and	Bureau of Economic and Business Affairs	In November 2022, the Departments of State and Commerce launched the “Anatomy of a Deal” webinar program that trains Embassy Deal Teams on tools and resources to promote U.S. economic and commercial interests

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	Efforts to Improve Coordination and Effectiveness			coordinate the use of dozens of U.S. government programs supporting U.S. commercial interests overseas in their guidance cables for the Deal Team Initiative.		overseas. Since then, the Departments of State and Commerce have held five webinars under the program, training over 600 officers. In May 2023, the Departments of State and Commerce jointly issued a cable outlining the Embassy Deal Team initiative as a field-driven program. In July 2023, the Departments of State and Commerce held an interagency award ceremony recognizing Posts’ excellence in commercial diplomacy. In November 2023, the Departments of State and Commerce worked with the Foreign Service Institute to issue a cable outlining “Best Practices for Embassy Deal Teams”.
32	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve Coordination and Effectiveness	GAO-22-105860	6/9/2022	The Secretary of State and the Secretary of Commerce should clarify how their agencies will sustain program leadership over the long term, such as with succession planning, in their guidance cables for the Deal Team Initiative.	Bureau of Economic and Business Affairs	The Deal Team Initiative is managed by career staff based at Commerce and State headquarters, which helps to ensure continuity through leadership transitions. At the personnel level, embassy-based deal teams are led by Foreign Service and Foreign Commercial Service officers, with leadership positions filled one year ahead of any staffing transitions, per standard Human Resources practices.
33	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve Coordination and Effectiveness	GAO-22-105860	6/9/2022	The Secretary of State and the Secretary of Commerce should ensure their agencies articulate and agree to a process for making and enforcing program decisions in their guidance cables for the Deal Team Initiative.	Bureau of Economic and Business Affairs	In May 2023, the Departments of State and Commerce issued a cable outlining the Embassy Deal Team initiative as a field-driven initiative with efforts driven by Posts with support from Washington.
34	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve Coordination and Effectiveness	GAO-22-105860	6/9/2022	The Secretary of State and the Secretary of Commerce should ensure their agencies indicate whether Deal Team participants have the appropriate knowledge, skills, and abilities to contribute and, if not, include a plan with timeframes on how they will address this issue in their guidance cables for the Deal Team Initiative.	Bureau of Economic and Business Affairs	The Bureau of Economic and Business Affairs has already taken steps to ensure Deal Team Initiative participants are offered timely and consistent opportunities for training. In Spring 2022, the Departments of State and Commerce coordinated with the National Security Council on developing and leading a global series of trainings for Embassy Deal Teams that provided an overview of the Partnership for Global Infrastructure and Investment (PGII), which was launched by the President in June 2022. In November 2022, the Departments of State and Commerce launched the “Anatomy of a Deal” webinar program that trains Embassy Deal Teams on tools and resources to promote U.S. economic and commercial interests overseas. Since then, the Departments of State and Commerce have held five webinars under the program, training over 600 officers. In November 2023,

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						the Departments of State and Commerce worked with the Foreign Service Institute to issue a cable outlining “Best Practices for Embassy Deal Teams”.
35	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve Coordination and Effectiveness	GAO-22-105860	6/9/2022	The Secretary of State and the Secretary of Commerce should ensure their agencies include information on whether incentives are available to encourage State and Commerce and their staff to participate in Deal Teams in their guidance cables for the Deal Team Initiative.	Bureau of Economic and Business Affairs	The Bureau of Economic and Business Affairs has taken steps to outline potential incentives geared towards incentivizing State stakeholders to contribute to Deal Team goals to encourage and facilitate interagency collaboration on commercial diplomacy. These incentives include, but are not limited to, post- and Department-level awards. Relevant information has been disseminated via Deal Team cables, including the “Updated Guidance for Embassy Deal Teams” and “Best Practices for Embassy Deal Teams”.
36	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve Coordination and Effectiveness	GAO-22-105860	6/9/2022	The Secretary of State and the Secretary of Commerce should ensure their agencies establish a method for monitoring and updating the cables in their guidance cables for the Deal Team Initiative.	Bureau of Economic and Business Affairs	In May 2023, the Departments of State and Commerce issued a cable outlining the Embassy Deal Team initiative as a field-driven initiative with efforts driven by Posts with support from Washington. The Departments of State and Commerce will continue coordinating on joint cable guidance for the field.
37	Economic and Commercial Diplomacy: State and Commerce Could Build on Efforts to Improve Coordination and Effectiveness	GAO-22-105860	6/9/2022	The Secretary of State should take measures to ensure that staff analysts consistently and reliably record performance goals or targets, performance achieved, and other key information used to measure State's progress in achieving its strategic goals related to economic and commercial diplomacy.	Bureau of Economic and Business Affairs	The Bureau of Economic and Business Affairs drafted a new four-year functional bureau strategy to cover 2022-2026. A Data Quality Assessment was conducted in 2022 on all indicators and milestones in the new strategy, and a thorough Bureau Strategy Review in 2023. Three indicators and milestones have been identified as related to commercial diplomacy.
38	Consular Affairs: State May Be Unable to Cover Projected Costs if Revenues Do Not Quickly Rebound to Pre-Pandemic Levels	GAO-22-104424	4/18/2022	(Priority) The Secretary of State should ensure the Bureau of Consular Affairs develops a plan to assess and document what fee amounts, statutory changes, supplemental and annual funding, or other actions would allow State to cover future consular costs.	Bureau of Consular Affairs	The Bureau of Consular Affairs (CA) incorporates demand and fee projections in its budget proposals to ensure recovery of current and projected costs. Recent unprecedented and unexpected surges in demand for consular services generated increased FY 2023 revenue and provided CA sufficient carryforward into FY 2024. In FY 2023, there were 13.1 million nonimmigrant visa fee paying applicants, 20 percent more than had been anticipated at the beginning of the year. Passport demand also surged, with a historically high 21.5 million passport applications received, almost 10 percent more than projected at the beginning of the year. These short-term surges, combined with continuation of broader expenditure authorities first enacted

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						<p>during the pandemic, currently mitigate the persistent long-term structural misalignment in consular fee authorities. CA expects these trends in annual collections to sufficiently cover projected consular costs through at least FY 2026.</p> <p>CA continues to set most fees at cost in accordance with OMB guidance, using the best demand and budgetary estimates available at the time. At the same time, the fee setting process typically takes 18-24 months from the Cost-of-Service analysis through rulemaking and implementation. This may lead to variances between modeling assumptions and actual workload and revenues.</p>
39	Consular Affairs: State May Be Unable to Cover Projected Costs if Revenues Do Not Quickly Rebound to Pre-Pandemic Levels	GAO-22-104424	4/18/2022	The Secretary of State should ensure the Bureau of Consular Affairs measures the statistical variability of unit costs to improve the transparency of the cost estimates used in the fee-setting process.	Bureau of Consular Affairs	The Department has further refined its survey sampling methodology and established new data quality standards in FY 2023 to account for and reduce statistical variabilities in survey data to improve accuracy of unit cost estimates. The Department will continue to closely monitor changes in cost and workload data and is committed to using the most accurate and up-to-date information to calculate service costs.
40	Consular Affairs: State May Be Unable to Cover Projected Costs if Revenues Do Not Quickly Rebound to Pre-Pandemic Levels	GAO-22-104424	4/18/2022	The Secretary of State should ensure the Bureau of Consular Affairs fully documents its process for generating cost, demand, and revenue estimates for consular services.	Bureau of Consular Affairs	<p>The Department has provided to GAO the FY 2023 Machine Readable Visa Projections Assumptions and Drivers. This document lays out the methodology used in FY 2023 to project the amount of revenue and fee-paying applicant demand. Additionally, CA provided the September 2023 Passport Summary Report and explanation of passport demand projections, providing information about the methodology of passport workload projections. CA believes these documents, along with previous documentation provided throughout the course of the engagement, are sufficient to close this recommendation.</p> <p>Under GAO review for closure.</p>
41	COVID-19: State Should Strengthen Policies to Better Maintain Overseas Operations in Future Crises	GAO-22-104519	3/16/2022	The Secretary of State should ensure that the Director of Crisis Management and Strategy establishes guidance that directs agency-wide groups responding to crises to maintain timely interagency communication with agencies	Office of Crisis Management and Strategy	The Director of Crisis Management and Strategy chairs the Washington Liaison Group (WLG), an interagency body that brings together crisis management practitioners and stakeholders from across the U.S. government to promote collaboration, coordination, synchronize policy, and advise principals. The WLG is intended to improve and guide the U.S. government's emergency evacuation discussions, recommend the development of necessary

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				present at overseas posts that would be affected by policies State implements during crises.		plans, policies, and implementation, and coordinate repatriation activities and recovery from crises abroad. Under GAO review for closure.
42	COVID-19: State Should Strengthen Policies to Better Maintain Overseas Operations in Future Crises	GAO-22-104519	3/16/2022	The Secretary of State should ensure that the Bureau of Diplomatic Security provides additional information to posts on how to assess and document in their Emergency Action Plans the staff resources and critical skills required at post for different types of emergencies.	Bureau of Diplomatic Security	The Bureau of Diplomatic Security is exploring appropriate 12 FAH-1 updates to expand guidance provided to posts on how to assess and document staff resources and critical skills needed in an emergency.
43	COVID-19: State Should Strengthen Policies to Better Maintain Overseas Operations in Future Crises	GAO-22-104519	3/16/2022	The Secretary of State should ensure development of a plan that specifies how the Department should collect information on overseas telework participation.	Bureau of Global Talent Management	The Department intends to develop eTelework application enhancements to enable data collection on overseas US Direct Hire (USDH) employees. It plans to incorporate State's USDH overseas employees in the eTelework system where employees would receive approval to telework on an ad hoc basis and the system would generate corresponding telework agreements. The Department will continue to consider developing functionality in eTelework in CY 2024 pending available funding. In the interim, data collection on telework by overseas USDH employees is currently available for tracking through the time and attendance systems.
44	COVID-19: State Should Strengthen Policies to Better Maintain Overseas Operations in Future Crises	GAO-22-104519	3/16/2022	The Secretary of State should ensure that the Director of Crisis Management and Strategy develops a procedure to ensure that overseas posts submit required lessons learned.	Office of Crisis Management and Strategy	Per the Foreign Affairs Manual, the Office of Crisis Management and Strategy (CMS) is responsible for collecting the Department's lessons learned cables after a crisis. CMS facilitates the review, coordinating feedback from post, the regional bureau, the interagency, and any other office that participated in the response. CMS is compiling additional documentation GAO requested to close this recommendation.
45	Open Data: Additional Action Required for Full Public Access	GAO-22-104574	12/16/2021	The Secretary of the Department of State should, in coordination with the Chief Data Officer of the Department of State, develop and implement an agency-wide plan to provide an opportunity for the public to request specific data and make	Office of Management Strategy and Solutions	The Department plans to solicit input from bureaus and posts on how the agency's data assets may be of use and provide contact information for unclassified data assets on the agency's public-facing website. The Department plans to complete this work by FY 2024 Q3.

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				suggestions for the development of agency-wide criteria on prioritizing data assets for disclosure.		
46	Open Data: Additional Action Required for Full Public Access	GAO-22-104574	12/16/2021	The Secretary of the Department of State should, in coordination with the Chief Data Officer of the Department of State, develop and implement an agency-wide plan for assisting the public in expanding the use of the Department's public data assets.	Office of Management Strategy and Solutions	The Department plans to solicit input from bureaus and posts on how the agency's data assets may be of use and provide contact information for unclassified data assets on the agency's public-facing website. The Department plans to complete this work by FY 2024 Q3.
47	Open Data: Additional Action Required for Full Public Access	GAO-22-104574	12/16/2021	The Secretary of the Department of State should, in coordination with the Chief Data Officer of the Department of State, develop and implement an agency-wide plan to collect and publish information on the use of data assets by nongovernmental entities at least once a year.	Office of Management Strategy and Solutions	The Department is working with the Data.gov team at the General Services Administration to publish information on the use of the agency's unclassified data assets by nongovernmental entities and plans to complete this work by FY 2024 Q3.
48	Economic and Commercial Diplomacy: State and Commerce Implement a Range of Activities, but State Should Enhance Its Training Efforts	GAO-22-104181	12/13/2021	(Priority) The Secretary of State should ensure that the Foreign Service Institute develops and implements a process to conduct periodic, comprehensive assessments of training needs across the economic and commercial diplomacy issue area.	Foreign Service Institute	<p>The Foreign Service Institute (FSI) initiated a training needs assessment for economic and commercial diplomacy topics. As part of the commercial diplomacy review process, State interviewed Ambassadors, Deputy Chiefs of Mission, Principal Officers, mid-level economic officers, business representatives, and academic organizations to identify training gaps. State detailed its findings from this assessment in a September 2022 report. This report identified gaps in State's commercial diplomacy training for senior-level and mid-level employees and made recommendations to address those gaps. FSI is implementing those recommendations through a new course in advanced commercial tradecraft and enhanced commercial content for senior level seminars. Working with the Bureau of Economic and Business Affairs and other stakeholders, FSI conducts regular reviews and evaluations of course content, delivery methods, and course frequency to prioritize training across issue areas.</p> <p>FSI is compiling documentation demonstrating that a process for conducting periodic, comprehensive assessments of economic and commercial diplomacy training needs was developed and implemented. FSI will send the documentation to GAO to close the recommendation.</p>

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49	Economic and Commercial Diplomacy: State and Commerce Implement a Range of Activities, but State Should Enhance Its Training Efforts	GAO-22-104181	12/13/2021	The Secretary of State should ensure that the Bureau of Economic and Business Affairs, in collaboration with the Foreign Service Institute and other bureaus as appropriate, develops career guidance on competencies and training for the State Civil Service, Foreign Service, and locally employed staff with roles in economic and commercial diplomacy.	Bureau of Economic and Business Affairs	The Bureau of Economic and Business Affairs continues to convene the Professional Development Working Group, which consists of members spanning Civil Service and Foreign Service employees of various grades and meets weekly to advance the professional development of economic-focused employees. The Working Group has five sub-committees concentrating on Mentoring, Speaker Series, Professional Development and Training, Professional Development opportunities, and a Job Shadow Program.
50	Economic and Commercial Diplomacy: State and Commerce Implement a Range of Activities, but State Should Enhance Its Training Efforts	GAO-22-104181	12/13/2021	(Priority) The Secretary of State should ensure that the Foreign Service Institute establishes a mechanism to periodically consult with external stakeholders, including Commerce, private sector entities, and industry groups, about whether State's training programs in economic and commercial diplomacy are achieving the desired impact.	Foreign Service Institute	The Foreign Service Institute (FSI) initiated regular meetings with Commerce to discuss economic and commercial diplomacy training, including whether training is achieving the desired impact. FSI and Commerce's training unit have also signed a MOU that outlines future cooperation. FSI is compiling documentation a mechanism to periodically consult with external stakeholders was established. FSI will send the documentation to GAO to close the recommendation.
51	COVID-19: State Carried Out Historic Repatriation Effort but Should Strengthen Its Preparedness for Future Crises	GAO-22-104354	11/2/2021	The Secretary of State should ensure that the Deputy Director for CMS develops guidance for initiating task forces that is consistent with State's policies and practices.	Office of Crisis Management and Strategy	The Office of Crisis Management and Strategy (CMS) conducted extensive review of the task force initiation process. All crisis management officers must regularly review guidance and complete simulations to drill the initiation process. CMS is compiling additional documentation that task force guidance is consistent with State's policies and practices. GAO will close this recommendation once they receive the documentation.
52	COVID-19: State Carried Out Historic Repatriation Effort but Should Strengthen Its Preparedness for Future Crises	GAO-22-104354	11/2/2021	The Secretary of State should ensure that the Deputy Assistant Secretary for Consular Affairs works with key stakeholders—including the Deputy Assistant Secretary for A/LM and Deputy Controller for CGFS—to develop guidance for systematically collecting information for, and formatting, flight manifests.	Bureau of Consular Affairs	The Bureau of Consular Affairs (CA) is working with the Bureau of Administration and the Bureau of the Comptroller and Global Financial Services to develop criteria for future evacuations including the roles and responsibilities of each office. In addition, CA is using the new case management system (CACMS), which quickly provides requisite information to form a flight manifest. CA is compiling documentation that the guidance was developed. CA will send the documentation to GAO, once completed, to close this recommendation.

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53	COVID-19: State Carried Out Historic Repatriation Effort but Should Strengthen Its Preparedness for Future Crises	GAO-22-104354	11/2/2021	The Secretary of State should ensure that the Executive Secretary, the Under Secretary for Management (M), and the Under Secretary for Political Affairs work with the regional bureaus to develop a mechanism for ensuring that each post certifies required annual updates of its EAP as required by State policy.	Under Secretary for Management	The Department highlighted to GAO the process controls through the Statement of Assurance (SoA)/Chief of Mission (COM) attestation process, the proposal for the new attestation in the SoA regarding crisis preparedness, and related documentation. GAO reviewed the COM attestation process and believed these proposed changes would satisfy the intent of the recommendation. In process for closure by GAO.
54	COVID-19: State Carried Out Historic Repatriation Effort but Should Strengthen Its Preparedness for Future Crises	GAO-22-104354	11/2/2021	(Priority) The Secretary of State should ensure that the Executive Secretary, the Under Secretary for Management (M), and the Under Secretary for Political Affairs work with the regional bureaus to develop a mechanism for ensuring that each post completes, and documents completion of, required emergency preparedness drills.	Under Secretary for Management	The Department highlighted to GAO the process controls through the Statement of Assurance (SoA)/Chief of Mission (COM) attestation process, the proposal for the new attestation in the SoA regarding crisis preparedness, and related documentation. GAO reviewed the COM attestation process and believed these proposed changes would satisfy the intent of the recommendation. In process for closure by GAO.
55	COVID-19: State Carried Out Historic Repatriation Effort but Should Strengthen Its Preparedness for Future Crises	GAO-22-104354	11/2/2021	(Priority) The Secretary of State should ensure that the relevant bureaus and offices establish a mechanism to systematically assess overseas posts' preparedness to respond to crises such as the COVID-19 pandemic.	Under Secretary for Management	The Department highlighted to GAO the process controls through the Statement of Assurance (SoA)/Chief of Mission (COM) attestation process, the proposal for the new attestation in the SoA regarding crisis preparedness, and related documentation. GAO reviewed the COM attestation process and believed these proposed changes would satisfy the intent of the recommendation. In process for closure by GAO.
56	Overseas Real Property: Prioritizing Key Assets and Developing a Plan Could Help State Manage Its Estimated \$3 Billion Maintenance Backlog	GAO-21-497	9/15/2021	The Secretary of State should ensure that that the Director of OBO reassess State's acceptable condition standard for all asset types and mission dependencies, to include whether mission criticality justifies a different standard among assets.	Bureau of Overseas Buildings Operations	The Bureau of Overseas Buildings Operations (OBO) continues to reassess its acceptable condition standard for asset types and mission dependencies. In FY 2023, OBO established mission dependency by assigning a Building Dependency Index (the importance of the functions provided or supported by a building to a post's ability to meet its mission and goals) to each property type. In FY 2024, OBO will incorporate the Building Dependency Index as one of

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						the factors when determining acceptable condition standards for the Department's asset types overseas.
57	Overseas Real Property: Prioritizing Key Assets and Developing a Plan Could Help State Manage Its Estimated \$3 Billion Maintenance Backlog	GAO-21-497	9/15/2021	The Secretary of State should ensure that the Director of OBO incorporates the mission criticality of its assets when deciding how to target maintenance and repair investments.	Bureau of Overseas Buildings Operations	The Bureau of Overseas Buildings Operations (OBO) continues to incorporate mission criticality when targeting maintenance and repair investments. In FY 2023, OBO developed the System Priority Index to measure the importance of each system within a building relative to that building's ability to support a post's mission and goals. OBO plans to use this new metric (and the metric developed for the previous recommendation) to assign relative priorities to each Maintenance & Repair requirement.
58	Overseas Real Property: Prioritizing Key Assets and Developing a Plan Could Help State Manage Its Estimated \$3 Billion Maintenance Backlog	GAO-21-497	9/15/2021	The Secretary of State should ensure that the Director of OBO monitors posts' completion of annual condition assessments that use a standardized inspection methodology, so that State has complete and consistent data to address its deferred maintenance and repair backlog.	Bureau of Overseas Buildings Operations	In April 2023, the Bureau of Overseas Buildings Operations (OBO) published guidance regarding standard Annual Facility Condition Surveys (AFCS) reporting. OBO also added AFCS performance to its annual Facility Management Performance program and included AFCS completion assurance in the Department's Management Controls Checklist for FY 2023.
59	Overseas Real Property: Prioritizing Key Assets and Developing a Plan Could Help State Manage Its Estimated \$3 Billion Maintenance Backlog	GAO-21-497	9/15/2021	(Priority) The Secretary of State should ensure that the Director of OBO develops a plan to address State's deferred maintenance and repair backlog, and specifically identifies the funding and time frames needed to reduce it in congressional budget requests, related reports to decision makers, or both.	Bureau of Overseas Buildings Operations	The Bureau of Overseas Buildings Operations continues to address the Department's deferred maintenance and repair backlog through the Sustainment, Restoration, and Modernization (SRM) framework and updated the Facility Operations, SRM of U.S. Government Diplomatic Real Property Abroad policy in the Department's Foreign Affairs Manual. The Department requested funding in FY 2024, as detailed on page 398, FY 2024 Congressional Budget Justification, Appendix 1 and FY 2025 funding, as detailed in the FY 2025 CBJ. The deferred maintenance and repair backlog identified through annual inspection surveys and post-initiated requests, as well as the continued replacement and renovation of older facilities.
60	Overseas Real Property: Prioritizing Key Assets and Developing a Plan Could Help State Manage Its Estimated \$3 Billion Maintenance Backlog	GAO-21-497	9/15/2021	The Secretary of State should ensure that the Director of OBO employs models for predicting the outcome of investments, analyzing tradeoffs, and optimizing among competing investments.	Bureau of Overseas Buildings Operations	The Bureau of Overseas Buildings Operations has initiated Total Cost of Facility Ownership (TCFO) through the Lifecycle Asset Management approach. The TCFO will provide transparency of costs through analysis performed at key lifecycle milestones, beginning at planning, and continuing through the design, construction, operations, and maintenance stages.

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61	Facial Recognition Technology: Federal Law Enforcement Agencies Should Better Assess Privacy and Other Risks	GAO-21-518	6/29/2021	The Assistant Secretary of the Bureau of Diplomatic Security should implement a mechanism to track what non-federal systems with facial recognition technology are used by employees to support investigative activities.	Bureau of Diplomatic Security	The Department continues to explore options to address this recommendation.
62	Facial Recognition Technology: Federal Law Enforcement Agencies Should Better Assess Privacy and Other Risks	GAO-21-518	6/29/2021	The Assistant Secretary of the Bureau of Diplomatic Security should, after implementing a mechanism to track non-federal systems, assess the risks of using such systems, including privacy and accuracy-related risks.	Bureau of Diplomatic Security	The Department continues to explore options to address this recommendation.
63	President's Emergency Plan for AIDS Relief: State Should Improve Data Quality and Assess Long-term Resource Needs	GAO-21-374	5/20/2021	(Priority) The Secretary of State should ensure the U.S. Global AIDS Coordinator establishes standard, documented procedures to fully track and verify PEPFAR program-level budget data, including data used for reporting to Congress, to ensure that these data are complete and accurate.	Bureau of Global Health Security and Diplomacy	Systems development for quarterly congressional obligations and outlay reporting is complete. Beginning with FY 2021 funds, program-level budgets are being tracked from plan approval through to congressional notifications and reporting. The Bureau of Global Health Security and Diplomacy will send the standard operating procedures to GAO, as requested, for GAO to verify program-level budget data, and close the recommendation.
64	President's Emergency Plan for AIDS Relief: State Should Improve Data Quality and Assess Long-term Resource Needs	GAO-21-374	5/20/2021	The Secretary of State should ensure the U.S. Global AIDS Coordinator develops a documented plan with a timeline for implementing data improvements to fully track and verify PEPFAR program-level budget data, including data used for reporting to Congress, to ensure that these data are complete and accurate.	Bureau of Global Health Security and Diplomacy	Systems development for quarterly congressional obligations and outlay reporting is complete. Beginning with FY 2021 funds, program-level budgets are being tracked from plan approval through to congressional notifications and reporting. In Spring 2024, the Bureau of Global Health Security and Diplomacy will provide a demo to GAO of the changes made to close the recommendation.
65	President's Emergency Plan for AIDS Relief: State Should Improve Data Quality and Assess Long-term Resource Needs	GAO-21-374	5/20/2021	The Secretary of State should ensure the U.S. Global AIDS Coordinator assesses the long-term resources PEPFAR needs to continue progress toward the goal of HIV epidemic control, given known factors, including the growing youth population, that affect PEPFAR's ability to achieve its goals.	Bureau of Global Health Security and Diplomacy	The Bureau of Global Health Security and Diplomacy (GHSD) rolled out a new process to consider long term resource needs alongside known factors during the budget setting process for PEPFAR operating unit levels. GHSD also changed their process to include a two-year budget cycle. Additional documentation provided and under GAO review for closure.

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66	U.S. Assistance to Mexico: State and USAID Should Strengthen Risk Management for Programs under the Mérida Initiative	GAO-21-335	3/31/2021	The Secretary of State should ensure that State-INL develops, documents, and implements an antifraud strategy for State-INL programs under the Mérida Initiative that adheres to leading practices in GAO's <u>A Framework for Managing Fraud Risks in Federal Programs</u> .	Bureau of International Narcotics and Law Enforcement Affairs	The Bureau of International Narcotics and Law Enforcement Affairs (INL) incorporated the monitoring of key high risk fraud issues into the bureau's approach to Enterprise Risk Management. INL is sending the final version and evidence of implementation of our antifraud strategy under the Merida Initiative to GAO to close this recommendation.
67	Conflict Minerals: Actions Needed to Assess Progress Addressing Armed Groups' Exploitation of Minerals	GAO-20-595	9/14/2020	The Secretary of State, in consultation with the Administrator of USAID, should develop performance indicators that would enable State to assess progress toward the strategic objectives and goal of the U.S. conflict minerals strategy going forward.	Bureau of Economic and Business Affairs	The Department will seek to develop performance indicators, with support from USAID, as part of any review and update to the strategy. Both agencies remain committed to robust monitoring and evaluation of our activities.
68	Telecommunications: Agencies Should Fully Implement Established Transition Planning Practices to Help Reduce Risk of Costly Delays	GAO-20-155	4/7/2020	The Secretary of State should ensure that the agency's Chief Information Officer completes efforts to identify the agency's future telecommunications needs using a complete inventory of existing telecommunications services; conducts and documents a strategic analysis to justify the sharing of telecommunications resources; and aligns State's telecommunications needs with its long-term IT plans and enterprise architecture.	Bureau of Information Resource Management	The Bureau of Information Resource Management provided the Department's Joint Strategic Plan and the Department's IT Strategic Plan used to identify future telecommunications needs. Additional documentation regarding long-term analysis was provided. Under GAO review for closure.
69	Telecommunications: Agencies Should Fully Implement Established Transition Planning Practices to Help Reduce Risk of Costly Delays	GAO-20-155	4/7/2020	The Secretary of State should ensure that the agency's Chief Information Officer identifies all the funding needed to support the telecommunications transition, justifies requests for resources related to transition program management staff, conducts an analysis to identify staff resources needed for the entire transition effort, and finalizes its analysis of training needs for staff assisting with the transition.	Bureau of Information Resource Management	The Bureau of Information Resource Management has an established Working Capital Fund (WCF) for telecommunications services. Within the WCF cost centers, all resources are justified. The Enterprise Infrastructure Solutions (EIS) transition plan provided summary budgets for transition. Additional documentation provided to GAO demonstrating funding and staff support to transition to EIS. Under GAO review for closure.

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70	Telecommunications: Agencies Should Fully Implement Established Transition Planning Practices to Help Reduce Risk of Costly Delays	GAO-20-155	4/7/2020	The Secretary of State should ensure that the agency's Chief Information Officer considers the agency's telecommunications transition risks, mission critical systems, and contingency plans in State's transition timeline.	Bureau of Information Resource Management	The Bureau of Information Resource Management provided the agency Enterprise Infrastructure Solutions transition plan which covers risks, mission critical systems and contingency plans. Additional documentation, including the Office of Emergency Management's Business Process Analysis and Business Impact Analysis background paper was provided. Under GAO review for closure.
71	Democracy Assistance: State Should Improve Information Sharing with Embassies	GAO-20-173	1/28/2020	The Secretary of State should direct the Assistant Secretary of State for Democracy, Human Rights, and Labor to develop a mechanism to facilitate the active sharing of information about democracy assistance projects between DRL and relevant staff at embassies.	Bureau of Democracy, Human Rights and Labor	The Bureau of Democracy, Human Rights, and Labor (DRL) issued the first annual cables in March 2023. The annual timeline (with cables released after the end of the fiscal year) allows DRL to provide a holistic picture of all programs awarded by DRL within a fiscal year; this includes ongoing programs receiving a cost extension with funds from the specified fiscal year. Such information helps ensure newly transitioned human rights officers have the most recent information possible, while also minimizing duplication of program information, which may cause confusion on the scope and funding associated with each program. DRL is compiling additional documentation on DRL programming requested by GAO.
72	Security Assistance: Actions Needed to Assess U.S. Activities and Ensure Timely Inspections of Equipment Transferred to Lebanon	GAO-20-176	12/18/2019	The Secretary of State should direct the Department's relevant bureaus to work with Embassy Beirut to establish, as appropriate, and consolidate targets for each of the security-related performance indicators.	Bureau of Near Eastern Affairs	Embassy Beirut revised its security-related activities and associated indicators in its new Integrated Country Strategy. Under GAO review for closure.
73	Security Assistance: Actions Needed to Assess U.S. Activities and Ensure Timely Inspections of Equipment Transferred to Lebanon	GAO-20-176	12/18/2019	The Secretary of State should direct the Department's relevant bureaus to work with Embassy Beirut to collect and review performance data for key security-related performance indicators.	Bureau of Near Eastern Affairs	Embassy Beirut understands GAO recommendations and will take them into consideration during the next strategic plan drafting cycle.

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74	Information Technology: Agencies Need to Fully Implement Key Workforce Planning Activities	GAO-20-129	10/30/2019	The Secretary of State should ensure that the agency fully implements each of the seven key IT workforce planning activities it did not fully implement.	Bureau of Information Resource Management	<p>The CIO approved the Department’s IT Strategic Workforce Plan in August 2023. In addition, results of the Foreign Service and Civil Service IT Competency Study were finalized and published in September 2023. This documentation was provided to GAO December 2023 with additional information addressing the seven key IT workforce planning activities.</p> <p>IRM is compiling the data GAO requested to close this recommendation, including additional documentation on the Department’s progress in implementing the strategies and plans to address gaps, showing how the Department monitor’s progress in addressing/closing the gaps, and how the Department reports to agency leadership on progress in addressing/closing gaps.</p>
75	Foreign Assistance: State Department Should Take Steps to Improve Timeliness of Required Budgetary Reporting	GAO-19-600	9/9/2019	(Priority) The Secretary of State should ensure that the Director of State's Office of U.S. Foreign Assistance Resources conducts a review of the Section 653(a) process to identify process steps that can be streamlined or eliminated and determine the time frame needed to prepare the annual Section 653(a) report. If State determines that the time frame exceeds 30 days, the office should coordinate with other appropriate officials to submit a legislative proposal to Congress to extend the mandated time frame for submitting Section 653(a) reports.	Office of Foreign Assistance	The Department reviewed the section 653(a) process and implemented numerous changes as an outcome of that review, including automating much of the process in our budget data system. The Office of Foreign Assistance has conducted after-action reviews of the first year in the new system, but believe it is prudent to further analyze those benefits before formally submitting a legislative proposal to Congress to extend the mandated time frame for submitting section 653(a) reports.
76	Nuclear Security: The International Atomic Energy Agency Could Improve Priority Setting, Performance Measures, and Funding Stabilization	GAO-19-429	7/29/2019	The Secretary of State should work with IAEA and its member states through the Board of Governors to improve how the Division of Nuclear Security (DNS) reports to member states by consistently including the results of performance measures in at least one of the reports.	Bureau of International Security and Nonproliferation	GAO is holding this recommendation open because they intend to review future IAEA reporting to assess the extent to which the Nuclear Security Reports, the IAEA Annual Reports, and the IAEA Program Performance Reports address all the nuclear security program performance measures. GAO’s concern was none of these reports were <i>comprehensive</i> , in that no single report reported on performance related to all the identified measures. In some cases, GAO found measures that were not reported on in any of the IAEA reports.

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77	Nuclear Security: The International Atomic Energy Agency Could Improve Priority Setting, Performance Measures, and Funding Stabilization	GAO-19-429	7/29/2019	The Secretary of State should work with IAEA and its member states through the Board of Governors to analyze options to stabilize DNS's funding within current fiscal and political constraints to enhance the sustainability of IAEA's nuclear security program.	Bureau of International Security and Nonproliferation	GAO is holding this recommendation open in anticipation of possible future progress to stabilize Division of Nuclear Security (DNS) funding.
78	Cybersecurity Workforce: Agencies Need to Accurately Categorize Positions to Effectively Identify Critical Staffing Needs	GAO-19-144	3/12/2019	(Priority) To complete the appropriate assignment of codes to their positions performing IT, cybersecurity, or cyber-related functions, in accordance with the requirements of the Federal Cybersecurity Workforce Assessment Act of 2015, the Secretary of State should take steps to review the assignment of the "000" code to any positions in the department in the 2210 IT management occupational series, assign the appropriate NICE framework work role codes, and assess the accuracy of position descriptions.	Bureau of Global Talent Management	The activities undertaken in response to the GAO recommendation, including reviewing the assignment of coding of IT management occupational series positions, implementing the National Initiative for Cybersecurity Education (NICE) framework cybersecurity codes into the automated classification system, and assessing the accuracy of position descriptions, have been completed. GTM is compiling additional documentation requested by GAO to close this recommendation.
79	Central American Police Training: State and USAID Should Ensure Human Rights Content Is Included as Appropriate, and State Should Improve Data	GAO-18-618	9/5/2018	The Secretary of State should ensure that the Bureau of International Narcotics and Law Enforcement Affairs (INL) designs internal control mechanisms to ensure human rights content is included in INL-funded police training for El Salvador, Guatemala, and Honduras as appropriate.	Bureau of International Narcotics and Law Enforcement Affairs	The Bureau of International Narcotics and Law Enforcement Affairs (INL) drafted an Inter-Agency Agreement work plan template for INL programming with DHS for Western Hemisphere programming and intends to release a formal cable in CY 2024. The language in the cable will outline that INL's Office of Western Hemisphere Programs requires all INL interagency agreements to include additional language to enhance oversight and ensure consistent implementation throughout the hemisphere of human rights content in law enforcement training. The language in the cable and the agreement templates will ensure consistent compliance across all Western Hemisphere posts.
80	Federal Chief Information Officers: Critical Actions Needed to Address Shortcomings and Challenges in Implementing Responsibilities	GAO-18-93	8/2/2018	The Secretary of State should ensure that the department's IT management policies address the role of the CIO for key responsibilities in the six areas we identified.	Bureau of Information Resource Management	The Foreign Affairs Manual updates addressing the role of the CIO were provided to GAO. IRM is compiling additional updates on where the key responsibilities for the CIO have been added to Department policies.

	GAO Report Title	GAO Report Number	Publicly Released	Recommendation	Bureau	Status and Timeline
81	Overseas Allowances: State Should Assess the Cost-Effectiveness of Its Hardship Pay Policies	GAO-17-715	9/13/2017	(Priority) The Department's Comptroller should analyze available diplomatic cable data from overseas posts to identify posts at risk of improper payments for hardship pay, identify any improper payments, and take steps to recover and prevent them.	Bureau of the Comptroller and Global Financial Services	The Department has analyzed overpayments associated with hardship pay and taken steps to prevent future improper payments associated with hardship pay, such as the use of the Overseas Personnel System to “bookend” arrivals and departures and the automation of the process used to rectify overpayments. CGFS is conducting additional analysis on what steps likely reduced the number of overpayments related to hardship pay and improved the process for recovering any overpayments, as requested by GAO to close the recommendation.
82	Refugees: Actions Needed by State Department and DHS to Further Strengthen Applicant Screening Process and Assess Fraud Risks	GAO-17-706	7/31/2017	To provide reasonable assurance that USRAP applicant fraud prevention and detection controls are adequate and effectively implemented, the Secretaries of Homeland Security and State should conduct regular joint assessments of applicant fraud risk across USRAP.	Bureau of Population, Refugees and Migration	U.S. Citizenship and Immigration Service (USCIS) and State are working to create a plan by early 2024 to regularly conduct fraud risk assessments.

Department of State

Status of Open Office of Inspector General (OIG) Recommendations

Fiscal Year 2025

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
1	Inspection of Embassy Ottawa and Constituent Posts, Canada	ISP-I-23-04	10/24/2022	Embassy Ottawa, in coordination with the Bureau of Overseas Buildings Operations, should bring all consular spaces into compliance with Department standards.	Embassy Ottawa	Post is coordinating with the Bureau of Overseas Buildings Operations (OBO). Consulate General Toronto has, in coordination with OBO, awarded a contract to install a window in the U.S. Citizens Services cashier's booth which will allow consular managers line of sight into the cashier's booth.
2	Inspection of Embassy Ottawa and Constituent Posts, Canada	ISP-I-23-04	10/24/2022	Embassy Ottawa, in coordination with the Bureau of Overseas Buildings Operations, should perform seismic evaluations of residential and nonresidential properties at Consulate General Vancouver, in accordance with Department standards.	Embassy Ottawa	Consulate Vancouver has engaged the Bureau of Overseas Buildings Operations (OBO) on the way forward to ensure Vancouver meets seismic safety standards. Plans are in place to identify a vendor and secure funding for non-residential properties. For residential properties, OBO is working on meeting seismic safety standards as a long-term endeavor. In the meantime, OBO will issue future guidance on post-specific reports regarding seismic testing.
3	Inspection of Embassy Ottawa and Constituent Posts, Canada	ISP-I-23-04	10/24/2022	Embassy Ottawa should comply with all Department Motor Vehicle Safety Management Program standards for incidental drivers under chief of mission authority.	Embassy Ottawa	Embassy Ottawa's Motor Pool Supervisor/Smith System trainer position is currently vacant, and Post is actively recruiting for this position. In the interim, Consulate General (CG) Montreal's Smith System trainer is providing driver training to Embassy Ottawa chauffeurs and incidental drivers. CG Montreal's Smith System trainer is also assisting the Ottawa in updating its safety tracker.
4	Inspection of Embassy Ottawa and Constituent Posts, Canada	ISP-I-23-04	10/24/2022	Embassy Ottawa should bring its contracting officer's representative program into compliance with Department standards.	Embassy Ottawa	Per the new Bureau of Administration Office of the Procurement Executive (A/OPE) guidance, Embassy Ottawa is transitioning their Contracting Officer's Representative (COR) training and certifications to be in compliance with Department standards. Post plans to register CORs in the FAI Cornerstone OnDemand Platform and use the required Service Now platform to nominate CORs for each contract.
5	Inspection of Embassy Ottawa and Constituent Posts, Canada	ISP-I-23-04	10/24/2022	Embassy Ottawa, in coordination with the Bureaus of Western Hemisphere Affairs and the Comptroller and Global Financial Services, should reprogram additional Diplomatic Engagement-funded Information Management positions to International Cooperative Administrative Support Services (ICASS) funded positions, in accordance with Department standards, so funds of up to \$243,993 over 3 years per position can be put to better use.	Embassy Ottawa	Embassy Ottawa has received all necessary approvals to fund these four positions through its ICASS budget effective 10/1/2023. The Mission's Human Resources team is processing the relevant payroll actions, and these positions will be incorporated into the initial FY 2024 ICASS budget submission.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
6	Inspection of Embassy Ottawa and Constituent Posts, Canada	ISP-I-23-04	10/24/2022	Embassy Ottawa should bring its cashiering operations into compliance with Department standards.	Embassy Ottawa	Post is working on an updated Cashier Services Policy that brings it into compliance with any findings from the OIG and from the recent U.S. Disbursing Officer (USDO) post visit. Post will complete the policy update and will ensure that it is cleared with USDO before implementation.
7	Inspection of Embassy Ottawa and Constituent Posts, Canada	ISP-I-23-04	10/24/2022	Embassy Ottawa should submit its education allowance surveys in accordance with Department standards.	Embassy Ottawa	Education allowance surveys have been completed for Vancouver (08/04/2023), Calgary (08/17/2023), Ottawa (06/20/2023), Toronto (06/21/2023), Montreal (08/02/2023), Quebec City (05/25/2023), and Halifax (05/03/2023). The survey for Winnipeg has been initiated but not finalized.
8	Inspection of Embassy Ottawa and Constituent Posts, Canada	ISP-I-23-04	10/24/2022	Embassy Ottawa should limit access to the Consulate General Montreal's Information Systems Center in accordance with Department standards.	Embassy Ottawa	Renovation of the space began on October 3, 2023, and is scheduled to be completed on December 15, 2023. The Department will request the OIG close this recommendation.
9	Inspection of Embassy Ottawa and Constituent Posts, Canada	ISP-I-23-04	10/24/2022	Embassy Ottawa, in coordination with the Bureau of Overseas Buildings Operations, should bring the mail screening facility at Consulate General Vancouver into compliance with Department standards.	Embassy Ottawa	OBO reports that the Mail Screening Facility (MSF) project has been awarded. The Bureau of Overseas Buildings Operations plans to ship the materials by the end of March 2024.
10	Inspection of Embassy Ottawa and Constituent Posts, Canada	ISP-I-23-04	10/24/2022	Embassy Ottawa should relocate the telecommunications demarcation point outside the limited access main telephone frame room at Consulate General Toronto.	Embassy Ottawa	Embassy Ottawa, in coordination with Consulate General Toronto, is pursuing an exception request to 12 FAH 6 from DS/C/ST/CMP, and if approved, COM concurrence and risk acceptance.
11	Compliance Follow-Up Review of the Afghan Special Immigrant Visa Program	AUD-MERO-23-01	10/18/2022	OIG recommends the Special Immigrant Visa (SIV) Senior Coordinating Official (SCO) develop and implement a policy and procedures to establish ongoing interagency coordination with all designated SCOs until the Afghan SIV program concludes.	Office of the Deputy Secretary of State for Management and Resources	Compliance update submitted 01/23/2024. The most recent interagency SCO meeting was held 11/30/2023; notes from this meeting were submitted to OIG with the compliance update. The Department requested that this recommendation be closed.
12	Compliance Follow-Up Review of the Afghan Special Immigrant Visa Program	AUD-MERO-23-01	10/18/2022	OIG recommends the Special Immigrant Visa (SIV) Senior Coordinating Official (SCO) develop and implement an updated staffing plan to adjust resources for all Department of State offices involved with the Afghan SIV program to reduce the current Afghan SIV application backlog.	Office of the Deputy Secretary of State for Management and Resources	Compliance update submitted 01/23/2024. Documentation of the efforts of the Bureau of Consular Affairs to review obstacles to timely Afghan SIV processing were included in the update. The Department requested that this recommendation be closed.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
13	Compliance Follow-Up Review of the Afghan Special Immigrant Visa Program	AUD-MERO-23-01	10/18/2022	OIG recommends the Special Immigrant Visa (SIV) Senior Coordinating Official develop a process and procedures to monitor the implementation, effectiveness, and efficiency of the staffing plan for all Department offices involved in the Afghan SIV program to reduce the current Afghan SIV application backlog.	Office of the Deputy Secretary of State for Management and Resources	Compliance update submitted 01/23/2024. Documentation of biweekly meetings between all relevant Department offices were submitted to OIG with the compliance update. The Department requested that this recommendation be closed.
14	Compliance Follow-Up Review of the Afghan Special Immigrant Visa Program	AUD-MERO-23-01	10/18/2022	OIG recommends that the Special Immigrant Visa (SIV) Senior Coordinating Official (SCO), in collaboration with the Department of Defense (DoD) SCO, establish a memorandum of understanding between the Department of State (Department) SCO and the DoD SCO defining the roles and responsibilities of the Department and DoD for efficiently and accurately collecting employment documentation of Afghan SIV applicants who worked for DoD contractors. The Department and DoD SCOs should also meet regularly to address efficient employment verification until the Department resolves the backlog of Afghan SIV applications.	Office of the Deputy Secretary of State for Management and Resources	Compliance update submitted 01/23/2024. Efforts to ensure compliance with the recommendation were included in the update. The Department requested that this recommendation be closed.
15	Compliance Follow-Up Review of the Afghan Special Immigrant Visa Program	AUD-MERO-23-01	10/18/2022	OIG recommends that the Special Immigrant Visa (SIV) Senior Coordinating Official, in coordination with the Bureau of Consular Affairs, review obstacles to timely Afghan SIV processing at each phase of the process and present a list of requirements to the Office of Consular Systems and Technology to optimize SIV systems through Consular Systems Modernization or within legacy systems.	Office of the Deputy Secretary of State for Management and Resources	The January 2024 compliance update detailed advancements led by the Under Secretary for Management, Diplomatic Security, and Information Resource Management (IRM). IRM is working towards creating 20-25 new IRM-owned positions, while the Strategic Workforce Planning team and GTM are coding cyber positions to expand the Information Technology Cybersecurity Skills Incentive Agile Program (SIP). Collaboration and knowledge-sharing between IRM and DS are being strengthened. Additionally, ongoing efforts are focused on clarifying roles and responsibilities for ISSO and Regional Cyber Security Officer (RCSO) positions.
16	Evaluation of the Department of State's	ESP-22-04	9/29/2022	The Under Secretary for Management should develop standard guidance for all reporting entities, clarifying	Office of the Under	At the request of the Under Secretary for Management, the Office of Management Strategy and Solutions (M/SS) has initiated consultations among stakeholders to

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
	Compliance with the Authorities Act			which allegations the Department should report to OIG under the Authorities Act and defining the terms “serious misconduct” and “head of the Department entity,” and include affected stakeholders in the development of the guidance.	Secretary for Management	clarify which allegations the Department should report to OIG under the Authorities Act and define the terms “serious misconduct” and “head of the Department entity” in the Foreign Affairs Manual. Additional discussions are pending. The OIG granted an extension for its next compliance update to May 2024.
17	Evaluation of the Department of State’s Compliance with the Authorities Act	ESP-22-04	9/29/2022	The Under Secretary for Management should develop a standard approach to tracking reporting dates to ensure compliance with the law and update internal guidance accordingly.	Office of the Under Secretary for Management	At the request of the Under Secretary for Management, the Office of Management Strategy and Solutions (M/SS) has initiated consultations among stakeholders to clarify which allegations the Department should report to OIG under the Authorities Act and define the terms “serious misconduct” and “head of the Department entity” in the Foreign Affairs Manual. Additional discussions are pending. The OIG granted an extension for its next compliance update to May 2024.
18	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that the Bureau of Administration reconcile differences between the definitions for accountable property contained in the Integrated Logistics Management System – Annual Inventory Modernization module and 14 Foreign Affairs Manual 416.1 and communicate to overseas posts what property should be included in posts’ annual inventories.	Bureau of Administration	The Bureau of Administration Office of the Logistics Management (A/LM) has identified the discrepancies in the policy and system and is working to reconcile the differences. A/LM expects this recommendation to be closed in FY 2024.
19	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that the Bureau of Administration conduct a review of the integration of the Integrated Logistics Management System – Asset Management and the Computerized Maintenance Management System to ensure that all updated information is being communicated between systems.	Bureau of Administration	A/LM has completed this review and made several updates to the process to improve integration monitoring. A/LM expects this recommendation to be closed in FY 2024.
20	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that U.S. Embassy Baghdad, Iraq, establish, implement, document, and communicate, to those conducting the annual physical inventory, a policy and procedures to ensure that the annual physical inventory includes all accountable property at the embassy, as required by 14 Foreign Affairs Manual 416.1.	Embassy Baghdad	Embassy Baghdad will request the OIG close this recommendation based upon post’s compliance with the guidance and direction of the Bureau of Administration’s Annual Inventory Modernization (AIM) process guidance that posts need not conduct an inventory of all assets. Embassy Baghdad will maintain communication with the Bureau of Administration regarding the formalization of the process guidance provided through AIM in the FAM.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
21	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that U.S. Embassy Baghdad, Iraq, develop, implement, document, and communicate a policy and procedures requiring Accountable Property Officers to conduct periodic physical inventory spot checks of nonexpendable property.	Embassy Baghdad	Embassy Baghdad will request OIG close this recommendation based upon post having provided OIG documentation demonstrating that the embassy has developed, implemented, documented, and communicated a policy and procedures requiring Accountable Property Officers to conduct periodic physical inventory spot checks of nonexpendable property.
22	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that U.S. Embassy Baghdad, Iraq, develop, implement, document, and communicate a policy and procedures to secure the keys and limit access to the destruction yard holding area at the Baghdad Diplomatic Support Center to only those people who need access to the area.	Embassy Baghdad	Embassy Baghdad will request that OIG close this recommendation. The Baghdad Diplomatic Support Center reduced the number of gates into destruction yard holding area from two to one by segregating the destruction yard holding area with a solid wall of warehouse containers that will eventually be replaced by a T-wall divider, thus eliminating the pass-through previously used by GSO staff. Access is limited to the Disposal Yard staff and is controlled.
23	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that U.S. Embassy Baghdad, Iraq, develop, implement, document, and communicate a policy and procedures requiring that, upon receipt, all (a) nonexpendable property is promptly inspected, documented, and affixed with a barcode label and (b) identifying information is added into the Integrated Logistics Management System – Asset Management module in a timely manner.	Embassy Baghdad	Baghdad Diplomatic Support Center (BDSC) SOPs have been developed, implemented, and documented to ensure compliance with FAM requirements.
24	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that U.S. Embassy Baghdad, Iraq, take actions to ensure that all existing property in storage facilities has been (a) affixed with a barcode label and (b) added into the Integrated Logistics Management System – Asset Management module.	Embassy Baghdad	Baghdad Diplomatic Support Center (BDSC) SOPs have been developed, implemented, and documented to ensure compliance with FAM requirements.
25	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that U.S. Embassy Baghdad, Iraq, develop, implement, document, and communicate a policy and procedures to designate sufficient staff with access to the Integrated Logistics Management System to maintain continuous property management operations in each office responsible for managing nonexpendable property.	Embassy Baghdad	The actions taken by the General Services Office section at the Baghdad Embassy Compound (BEC) have met this recommendation, however replicating these actions to other BEC offices responsible for managing nonexpendable property (IRM, ESC, RSO...) and at the Baghdad Diplomatic Support Center is ongoing.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/ Embassy	Status and Timeline
26	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that U.S. Embassy Baghdad, Iraq, determine (a) how many of the 15,785 nonexpendable property assets, valued at \$7.6 million, were used, how many remain in storage, and how many have been disposed of, along with the reasons for disposal, and (b) whether maintaining these 15,785 assets in storage is necessary and reasonable.	Embassy Baghdad	Embassy Baghdad will request OIG close this recommendation based on progress as directed with recommendation, best practice adoptions, and FAM compliance.
27	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that U.S. Embassy Baghdad, Iraq, develop, implement, document, and communicate a policy and procedures, consistent with 14 Foreign Affairs Manual 412, to require that personnel responsible for purchasing clearly demonstrate a bona fide need supporting the purchase of nonexpendable property.	Embassy Baghdad	The Department will request this recommendation be closed, as the Embassy has provided documentation demonstrating that the embassy has developed, implemented, documented, and communicated a policy and procedures, consistent with 14 Foreign Affairs Manual 412, to require that personnel responsible for purchasing clearly demonstrate a bona fide need supporting the purchase of nonexpendable property.
28	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that U.S. Embassy Baghdad, Iraq, develop, implement, document, and communicate a policy and procedures for nonexpendable property reordering, consistent with 14 Foreign Affairs Handbook-1 H-419.1(a) that prevents the embassy from carrying an excessive amount of nonexpendable property, establishes a reasonable stocking level, and limits replenishment orders to only maintain that level.	Embassy Baghdad	The Baghdad Diplomatic Support Center (BDSC) conducted a complete review and inventory of all nonexpendable assets. All property has been received, tagged, and entered into the Integrated Logistics Management System (ILMS). Embassy Baghdad updated the BDSC Spot Check SOP to require property that is past its lifecycle date or no longer in acceptable use condition be reported to the Property Supervisor and updated in ILMS as required. Embassy Baghdad established stock baselines to limit excess inventory and unnecessary replenishment orders.
29	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that U.S. Embassy Baghdad, Iraq, develop, implement, document, and communicate a policy and procedures to require the use of the Integrated Logistics Management System – Analytics module to manage and utilize existing nonexpendable property at post and to properly plan the procurement of nonexpendable property that the embassy needs.	Embassy Baghdad	The actions taken by the General Service Office section at the Baghdad Embassy Compound to develop a policy have met this recommendation, however replicating these actions to other BEC offices responsible for managing nonexpendable property (IRM, ESC, RSO...) and at the Baghdad Diplomatic Support Center is ongoing.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/ Embassy	Status and Timeline
30	Audit of Nonexpendable Personal Property at U.S. Embassy Baghdad, Iraq	AUD-MERO-22-44	9/20/2022	OIG recommends that Embassy Baghdad, Iraq, in coordination with the Bureau of Administration, develop, implement, document, and communicate a policy and procedures to provide information and periodic training to U.S. Embassy Baghdad staff who manage nonexpendable property on the capabilities and proper use of the Integrated Logistics Management System – Analytics module to ensure that the embassy efficiently manages and utilizes existing nonexpendable property at post and properly procures nonexpendable property that the embassy needs.	Embassy Baghdad	Embassy Baghdad’s Management, General Services, and Human Resources sections continue to engage with the Bureau of Administration to demonstrate that the embassy, in coordination with the Bureau of Administration, has developed, implemented, documented, and communicated a policy and procedures to provide information and periodic training to U.S. Embassy Baghdad staff who manage nonexpendable property on the capabilities and proper use of the Integrated Logistics Management System – Analytics module to ensure that the embassy efficiently manages and utilizes existing nonexpendable property at post and properly procures nonexpendable property that the embassy needs.
31	Inspection of the Global Engagement Center	ISP-I-22-15	9/13/2022	The Global Engagement Center, in coordination with the Bureau of Global Talent Management, should conduct an organizational assessment and align the center’s organizational structure with operational needs.	Global Engagement Center	GEC has received a draft of the organizational assessment prepared by the Bureau of Global Talent Management (GTM). GEC is in the process of reviewing and providing feedback to GTM on the assessment. Once the assessment is final, GTM will submit it directly to OIG in response to this recommendation.
32	Inspection of the Global Engagement Center	ISP-I-22-15	9/13/2022	The Global Engagement Center should clarify and codify the roles and responsibilities of the Policy, Plans, and Operations Division and the Interagency and International Coordination Cell in the Foreign Affairs Manual.	Global Engagement Center	The Global Engagement Center (GEC) has combined the Policy, Plans, and Operations Division and the Interagency and International Coordination Cell into one office led by the Policy, Plans and Operations chief and has developed a revised organization chart to reflect the roles and responsibilities of each official. GEC informed staff of this change and reported same to the OIG. GEC awaits OIG response. GEC will also review the recently received GTM organizational assessment and will review the assessment in light of this change to ensure no conflicts or overlaps.
33	Inspection of the Global Engagement Center	ISP-I-22-15	9/13/2022	The Global Engagement Center should review risks to its strategic objectives, implement processes for identifying and responding to risk, and communicate risk response guidance to staff in accordance with Department standards.	Global Engagement Center	The Global Engagement Center completed its review of its risks to strategic objectives. GEC submitted this analysis to OIG for consideration and awaits the response.
34	Inspection of the Global Engagement Center	ISP-I-22-15	9/13/2022	The Global Engagement Center should review and de-obligate all invalid unliquidated obligations without activity for more than 1 year, in accordance	Global Engagement Center	The Global Engagement Center has completed its review and de-obligated all but three unliquidated obligations. The remaining three obligations have been questioned by Controller, Global Financial Services (CGFS). This information has

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/ Embassy	Status and Timeline
				with Department guidance, so that funds of up to \$745,000 can be put to better use.		been submitted to the Office of the Inspector General for analysis and response. GEC is in consultation with CGFS concerning the three remaining de-obligations recommended for closure by the OIG. GEC does not yet have concurrence from CGFS to de-obligate.
35	Inspection of the Global Engagement Center	ISP-I-22-15	9/13/2022	The Global Engagement Center should comply with Department contracting officer's representative program standards.	Global Engagement Center	The Global Engagement Center (GEC) has brought the files to standard, and the files are currently under OIG review.
36	Inspection of the Global Engagement Center	ISP-I-22-15	9/13/2022	The Global Engagement Center should comply with mandatory leadership training requirements in accordance with Department standards.	Global Engagement Center	The Global Engagement Center (GEC) is working with staff to complete registrations for required trainings and will report same to OIG in March 2024.
37	Inspection of the Global Engagement Center	ISP-I-22-15	9/13/2022	The Global Engagement Center should use domain names for the Global Engagement Center's analytics platforms that comply with Department standards.	Global Engagement Center	The Global Engagement Center (GEC) awaits action from the Information Security Systems Officer (ISSO) to review and approve a Memorandum of Agreement/Interconnect Systems Agreement to redirect URL traffic from portal.geciq.com to geciq.state.gov , which should be sufficient documentation to close this recommendation.
38	Inspection of the Global Engagement Center	ISP-I-22-15	9/13/2022	The Global Engagement Center should develop and implement a project plan for replacing the Disinformation Cloud website.	Global Engagement Center	The Global Engagement Center (GEC) informed the Office of the Inspector General (OIG) of GEC's decision to de-commission the Disinformation Cloud website in its last response to OIG. GEC awaits OIG analysis and response.
39	Inspection of the Global Engagement Center	ISP-I-22-15	9/13/2022	The Global Engagement Center should implement a records management program that complies with Department standards.	Global Engagement Center	The Global Engagement Center (GEC) is working with the Bureau of Administration (A/GIS) to develop a records disposition plan.
40	Audit of the Bureau of Diplomatic Security's Oversight of Contractor Performance and Invoice Processing for the Domestic Guard Services Contract	AUD-SI-22-37	9/12/2022	OIG recommends that the Bureau of Diplomatic Security (a) determine whether the \$361,627,297 in questioned costs spent on Contract 19AQMM19C0007 are supported and allowable and (b) recover any costs determined to be unsupported and unallowable.	Office of the Procurement Executive	The Bureau of Administration Acquisitions Management (A/AQM) has determined the \$361,627,297 costs questioned by the OIG to be allowable and has outlined a proactive approach to prevent issues cited in the OIG's report from impacting the current domestic guard contract. That approach was outlined in a memorandum included with the November 16, 2023, compliance update and, based on prior discussions with the OIG, is expected to close this recommendation.
41	Audit of Department of State FY 2022 Compliance with the Geospatial Data Act of 2018	AUD-SI-22-39	8/31/2022	OIG recommends that the Bureau of Intelligence and Research review and revise, as appropriate, existing Work Breakdown Schedule and implementation plans to adequately reflect current and future staffing,	Bureau of Intelligence and Research	INR has concluded its assessment of the Work Breakdown Schedule, as well its review of the Budget and Funding survey responses received. INR will continue to review enterprise-wide geospatial staffing and resource needs to enable more

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
				resources, and allocation of responsibilities to facilitate implementation of the Geospatial Data Act of 2018.		flexible redistribution of funds, foster improvements in employee skills, promote technological advancement, and bolster other vital operational areas.
42	Audit of Department of State FY 2022 Compliance with the Geospatial Data Act of 2018	AUD-SI-22-39	8/31/2022	OIG recommends that the Bureau of Intelligence and Research (a) review the Department of State’s efforts and activities for each of the applicable covered agency responsibilities prescribed by the Geospatial Data Act of 2018, Section 759(a), codified at 43 United States Code § 2808(a), and (b) develop a timeline to craft and issue written policies, procedures, guidance, and best practices to meet each of these applicable covered agency responsibilities.	Bureau of Intelligence and Research	A comprehensive evaluation of bureau responses to the Policy Prioritization survey has been completed, culminating in the creation of a solid timeline for crafting pertinent policies and designing targeted procedures. The Data Policy and Technology subcommittee is scheduled to convene to examine this timeline and reinforce bureau leadership and adherence responsibilities.
43	Audit of Department of State FY 2022 Compliance with the Geospatial Data Act of 2018	AUD-SI-22-39	8/31/2022	OIG recommends that the Bureau of Intelligence and Research develop and implement a plan that maximizes the use of data obtained from its communication tools by (a) addressing the concerns identified by survey respondents and (b) prioritizing tasks necessary to complete Geospatial Data Act of 2018 requirements.	Bureau of Intelligence and Research	INR has taken definitive steps to optimize the use of data obtained from communication tools. By actively engaging with stakeholders using Department collaboration tools, INR homed in on critical issues such as budgeting, funding, and data policy and technology and established two specialized subcommittees of the Geospatial Data Act Working Group (GDAWG) in Spring 2023 to tackle these issues systematically. Our commitment to continuous stakeholder dialogue and feedback, and the execution of focused sprints by these subcommittees will prioritize tasks and expedite compliance with Geospatial Data Act of 2018 requirements.
44	Audit of Department of State Efforts to Promote Competition for Overseas Construction Projects	AUD-CGI-22-34	8/19/2022	OIG recommends that the Bureau of Administration develop and implement a mechanism to require the use of the acquisition plan template attached to AQM Memorandum 15-10.	Bureau of Administration	The Office of the Procurement Executive, Office of Acquisitions Policy, Strategic Communication and Policy Division (A/OPE/OAP/SCPD) has developed a new acquisition plan policy and acquisition plan templates that align with federal regulations and Department of State policy. On August 30, 2023, SCPD released the policy and mandated the templates for use via Acquisition Alert 23-28 (copy provided). The policy and templates are now located in the Department of State Acquisition Manual issued on October 1, 2023. The Department will request the OIG close this recommendation.
45	Audit of Department of State Efforts to Promote Competition for Overseas Construction Projects	AUD-CGI-22-34	8/19/2022	OIG recommends that the Bureau of Overseas Buildings Operations (OBO), in coordination with the Bureau of Administration, develop and implement processes to ensure acquisition planning,	Bureau of Overseas Buildings Operations	The Bureau of Administration issued an Acquisition Alert in August 2023 that provided instructions on how to conduct formal Acquisition Planning, including templates. The Department will request the OIG close this recommendation.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
				including the development and submission of written acquisition plans, is performed in accordance with federal regulations and Department of State policy for construction projects.		
46	Inspection of Embassy Tallinn, Estonia	ISP-I-22-21	8/16/2022	Embassy Tallinn, in coordination with the Bureau of Global Talent Management, should request authorization to implement changes to its local compensation plan, in accordance with Department standards.	Embassy Tallinn	In December 2023, the Bureau of Global Talent Management gave permission to Post to implement this change.
47	Management Assistance Report: Support From the Under Secretary for Political Affairs Is Needed to Facilitate the Closure of Recommendations Addressed to the Bureau of Near Eastern Affairs	AUD-AOQC-22-33	8/2/2022	OIG recommends that until all 11 recommendations (see Appendix A for a list of the 11 recommendations) addressed to the Bureau of Near Eastern Affairs (NEA) referenced in this report (AUD-AOQC-22-33) are implemented and closed, the Under Secretary for Political Affairs monitor NEA’s compliance responses to OIG and verify, at least quarterly, that the responses (a) are provided to OIG within the established due dates and (b) contain complete and accurate status updates that include either evidence of implementation or detailed corrective action plans with actual or proposed target dates for achieving these actions.	Under Secretary for Political Affairs	As of November 20, 9 of the 11 recommendations to NEA remain open. NEA renewed compliance with the OIG on the open recommendations, which are “resolved, pending further action, or pending further response from the OIG.” The Office of the Under Secretary for Political Affairs submitted its last response to the OIG Management Assistance Report on December 1, 2023.
48	Inspection of Embassy Pristina, Kosovo	ISP-I-22-17	6/22/2022	Embassy Pristina, in coordination with the Bureau of Overseas Buildings Operations, should evaluate all residential properties for seismic risk in accordance with Department standards.	Embassy Pristina	The contractor traveled to post in May 2023 and conducted seismic surveys of all previously unassessed buildings. The contractor submitted the final report to OBO, who is currently finalizing the report for issuance to Post via cable.
49	Inspection of Embassy Athens and Constituent Post, Greece	ISP-I-22-14	5/24/2022	Embassy Athens should require that safety certifications for all mission properties are conducted and documented in the Post Occupational Health and Safety Officer Certification Application and that any identified safety issues be corrected prior to occupancy, in accordance with Department standards.	Embassy Athens	Post will review the Real Property Application (RPA) to ensure all POSHO certificates are uploaded, and files are completed.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
50	Inspection of Embassy Athens and Constituent Post, Greece	ISP-I-22-14	5/24/2022	Embassy Athens, in coordination with Bureau of Overseas Buildings Operations, should evaluate all mission residential properties for seismic risk in accordance with Department standards.	Embassy Athens	The Bureau of Overseas Buildings Operations completed the seismic screening report in September 2023 and distributed to Post via cable October 6, 2023. The Department will request OIG close this recommendation.
51	Inspection of Embassy Athens and Constituent Post, Greece	ISP-I-22-14	5/24/2022	Embassy Athens should reduce its printer inventory to comply with Department standards for printer management, so that funds of up to \$150,000 can be put to better use.	Embassy Athens	Post is working to provide further information on the donated printers. Post will also assess how many of the remaining 101 stock printers will be deployed during the Embassy's move to a new location and how many will be sold or disposed of.
52	Inspection of Embassy Budapest, Hungary	ISP-I-22-12	5/24/2022	Embassy Budapest should comply with Department standards for grant file documentation.	Embassy Budapest	Out of the initial 88 expired grants, the Department has closed 25. Twenty-five grants remain on final closeout status, leaving 42 in processing. Post has updated the milestone plan and is on target to close all remaining expired grants in Q4 2023/Q1 2024.
53	Inspection of Embassy Budapest, Hungary	ISP-I-22-12	5/24/2022	Embassy Budapest should administer and procure facility management expendable supplies in accordance with Department standards.	Embassy Budapest	Facilities removed all hold locations within the building, vans, etc. where material and tools were stored, but not inventoried. All identified tools and materials that were not tracked properly were submitted to the GSO storehouse clerk for inventory or disposal for items no longer needed. Post enrolled all inventory clerks into ILMS training related to loanable module training and are in the process of implementation. Embassy Budapest will submit the ILMS inventory list to OIG when inventory is complete.
54	Audit of Department of State Actions to Prevent Unlawful Trafficking in Persons Practices When Executing Security, Construction, and Facility and Household Services Contracts at Overseas Posts	AUD-MERO-22-28	5/20/2022	OIG recommends that the Bureau of Administration update Department of State guidance including the Foreign Affairs Handbook (FAH) and applicable Procurement Information Bulletins (PIB) to clarify that trafficking in persons monitoring, including developing and implementing trafficking in persons (TIP) monitoring strategies, is required for all applicable contracts, not just those that employ third-country national or migrant labor.	Bureau of Administration	The Office of the Procurement Executive, Office of Acquisitions Policy, Strategic Communications and Policy Division (A/OPE/OAP/SCPD) implemented a centralized acquisition policy framework to streamline and consolidate acquisition workforce policies. Under this strategic acquisition policy framework, outward facing regulatory guidance will be issued through the rule-making process in the Department of State Acquisition Regulation (DOSAR). These regulations are State-specific and complement the Federal Acquisition Regulation (FAR). A/OPE released the Department of State Acquisition Manual (DOSAM) on 10/05/2023 for policies, procedures, and guidance. Given the implementation of the DOSAM, A/OPE/OAP/SCPD incorporated all updated guidance outlined in Acquisition Alert 23-18, Combatting Trafficking in Persons Requirements into DOSAM subpart 622.17.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
55	Audit of the Department of State Management and Monitoring of Federal Assistance Awards to For-Profit Organizations	AUD-CGI-22-26	5/4/2022	OIG recommends that the Bureau of Administration revise the Federal Assistance Directive to require Grants Officers (GO) and Grants Officer Representatives (GOR) to fully use the State Assistance Management System Domestic's Post-Award Activities function to upload and review documentation for all post-award tasks, such as the review of Performance Progress Reports and Federal Financial Reports, GOR reports, annual reviews, other monitoring activities; and to document workflows for submitting, reviewing, and monitoring post-award activities among the GO, GOR, and award recipient.	Bureau of Administration	A/OPE continues to work with the A Bureau's Office of Logistics Management (A/LM) as it deploys the MyGrants system. A/OPE/FA is collaborating with A/LM to ensure Post Allotment Accounting (PAA) functionality improvements are included as a part of the MyGrants system. Upon complete deployment and training, A/OPE/AP/FA anticipates release of both a FAB during Q4 of FY 2024, and the FY 2025 Federal Assistance Directive (FAD) update in Q1 of FY 2025 to require the use of the PAA. Once improved functionality is confirmed, A/LM will deploy the PAA tool.
56	Audit of the Department of State Management and Monitoring of Federal Assistance Awards to For-Profit Organizations	AUD-CGI-22-26	5/4/2022	Concurrent with the implementation of Recommendation 1, OIG recommends that the Bureau of Administration require bureaus to perform quarterly reviews of the State Assistance Management System Domestic's Post-Award Activities function reports. The reviews should verify that Grants Officers and Grants Officer Representatives have complied with oversight requirements such as the review of Performance Progress Reports and Federal Financial Reports, GOR reports, annual reviews, and other monitoring activities.	Bureau of Administration	A/OPE continues to work with the A Bureau's Office of Logistics Management (A/LM) as it deploys the MyGrants system. A/OPE/FA is collaborating with A/LM to ensure PAA functionality improvements are included as a part of the MyGrants system. Upon complete deployment and training, A/OPE/AP/FA anticipates release of both a FAB during Q4 of FY 2024, and the FY 2025 Federal Assistance Directive (FAD) update in Q1 of FY 2025 to require the use of the PAA. Once improved functionality is confirmed, A/LM will deploy the PAA tool.
57	Audit of the Department of State Management and Monitoring of Federal Assistance Awards to For-Profit Organizations	AUD-CGI-22-26	5/4/2022	Concurrent with the implementation of Recommendation 1, OIG recommends that the Bureau of Administration require bureaus to designate an official to review the State Assistance Management System's Post-Award Activities function reports to verify that Grants Officers and Grants Officer Representatives comply with oversight requirements.	Bureau of Administration	A/OPE continues to work with the A Bureau's Office of Logistics Management (A/LM) as it deploys the MyGrants system. A/OPE/FA is collaborating with A/LM to ensure PAA functionality improvements are included as a part of the MyGrants system. Upon complete deployment and training, A/OPE/AP/FA anticipates release of both a FAB during Q4 of FY 2024, and the FY2025 Federal Assistance Directive (FAD) update in Q1 of FY 2025 to require the use of the PAA. Once improved functionality is confirmed, A/LM will deploy the PAA tool.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/ Embassy	Status and Timeline
58	Audit of the Department of State Management and Monitoring of Federal Assistance Awards to For-Profit Organizations	AUD-CGI-22-26	5/4/2022	OIG recommends that the Bureau of Administration modify the State Assistance Management System user training to include guidance on documenting the Grants Officer and Grants Officer Representative workflows within the State Assistance Management System using the Post-Award Activities function.	Bureau of Administration	A/LM developed updated training documentation to meet these requirements within the new grants management system. A/LM will continue to inform the OIG of the status of these changes as the updated MyGrants system is deployed to domestic bureaus in FY 2024.
59	Audit of the Department of State Management and Monitoring of Federal Assistance Awards to For-Profit Organizations	AUD-CGI-22-26	5/4/2022	Following implementation of Recommendation 5, OIG recommends that the Bureau of Administration analyze the results of the survey to identify the reasons hindering the use of State Assistance Management System Domestic's Post-Award Activities function, including technical issues that need to be addressed and if appropriate, develop and implement a corrective action plan to increase the use of the State Assistance Management System Domestic's Post-Award Activities function.	Bureau of Administration	A/LM developed and released software updates and training documentation to meet these requirements within the new grants management system. A/LM will continue to inform the OIG of the status of these changes as the updated MyGrants system is deployed in FY 2024 and FY 2025.
60	Audit of the Department of State Management and Monitoring of Federal Assistance Awards to For-Profit Organizations	AUD-CGI-22-26	5/4/2022	OIG recommends that the Bureau of Administration develop and implement a communications strategy that provides Grants Officer Representatives with specific and detailed requirements for financial monitoring to improve their understanding of and compliance with those requirements. This communications strategy should underscore the importance of reviewing the Federal Financial Report to ensure that the amount of funds expended is commensurate with the work accomplished on the award.	Bureau of Administration	A/OPE includes this requirement under the Grants Officer Representative Designation Memorandum, which requires acknowledgement by both the Grants Officer and the GOR. The Department will request the OIG close this recommendation.
61	Audit of the Department of State Management and Monitoring of Federal Assistance Awards to For-Profit Organizations	AUD-CGI-22-26	5/4/2022	OIG recommends that the Bureau of Administration develop and implement a communications strategy that provides Grants Officers with specific and detailed requirements for financial monitoring to improve their understanding of and compliance with those requirements. This communications strategy	Bureau of Administration	A/OPE will remind GOs in the next FAB (to be released in Quarter 2 of FY2024) to review and approve financial reports in PMS in a timely manner. Upon consultation with the Federal Assistance Financial Management office (FAFM), who serves as the Department of State liaison with PMS, it is currently only the GO and GMS who can approve Federal Financial Reports in the PMS system. It is not a responsibility delegated to GORs in the Federal Assistance Directive (FAD)

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
				should underscore the critical importance of reviewing and approving the Federal Financial Report in a timely manner within the Payment Management System, rather than allowing a default approval. It should further remind Grants Officers that Grants Officer Representatives could be delegated Federal Financial Report approval responsibility within the Payment Management System to ensure timely approval of reports.		nor the GOR Designation Memorandum. Therefore, the GOs may not delegate this responsibility to GOR. The Department will request the OIG close this recommendation.
62	(U) Inspection of Embassy Santiago, Chile	ISP-I-22-10	3/15/2022	Embassy Santiago should comply with all Department Overseas Motor Vehicle Safety standards for chauffeurs and incidental drivers under chief of mission authority.	Embassy Santiago	Post continues to train and update incidental drivers in the SMITH system and update medical clearances for the Embassy-wide incidental driver community. Marine Security Guard chauffeurs are no longer working more than 10 or 12 hours per day. Post hired new. Four out of 66 eligible drivers completed the Smith System refresher, and 3 of 66 updated their medical records.
63	(U) Inspection of Embassy Santiago, Chile	ISP-I-22-10	3/15/2022	Embassy Santiago should bring its contracting officer's representative program into compliance with Department standards.	Embassy Santiago	Post is completing the necessary Contracting Officer's representative (COR) training and will provide proof of the training taken and completed CPARS reviews to OIG.
65	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, develop and implement standard operating procedures to monitor and verify contractor compliance with provisions for accepting receipt, maintaining control, and accounting for the use of Government-furnished materials.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
66	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, develop and implement standard operating procedures for managing and monitoring expendable supplies. This should include defining (1) the types of data that should be used by supply managers to inform decisions about ordering new supplies, (2) the respective responsibilities of other sections to collaborate on efforts to identify frequently used or critical items that may need to be ordered on a regular basis, and (3) the requirement to conduct	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
				regular reviews of existing stock to identify old or unused items for disposal.		
67	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, reinforce the requirement, through actions such as training for Facility Management Office staff and approving officials, to explain why an item is urgently needed on petty cash request forms.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
68	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, develop and implement a process to regularly review a sample of approved petty cash voucher packages to determine whether they were approved and processed in accordance with post policy and take actions where necessary to correct instances that do not comply.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
69	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, execute its plan to move frequently used expendable supplies to existing warehouse locations that are closer to the place where they will be used in order to reduce the need for petty cash requests.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
70	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, conduct a workforce analysis of the Facility Management Office to inform staffing needs and to determine if the current amount of overtime used is appropriate.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
71	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, using the results of a workforce analysis, develop and communicate guidance on the types of tasks or circumstances that would generally require the use of overtime among Facility Management Office staff.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
72	Audit of the Process to Prepare Residences for	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, develop and implement a process to regularly review a sample of approved overtime forms to determine	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
	New Tenants at U.S. Embassy Cairo, Egypt			whether they were approved and processed in accordance with post policy and take actions necessary to correct instances that do not comply.		
73	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, develop and implement a standard operating procedure outlining the minimum type of work that should be performed for each make-ready project and the conditions that should be considered before completing additional work or if further approval is required before completing the work.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
74	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, in collaboration with the Bureau of Overseas Buildings Operations (OBO), develop and implement a standard operating procedure describing the steps for completing and entering work orders in the Global Maintenance Management System (GMMS), including identifying the minimum types of information and level of detail that must be recorded in each work order.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
75	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, develop and implement standard operating procedures that include a process for conducting periodic spot checks of information recorded in the Global Maintenance Management System (GMMS) to verify that the information recorded is reasonable, complete and in compliance with established standards as outlined in Recommendation 12.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
76	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, (1) evaluate the feasibility of hiring a Facility Data Analyst, and (2) collaborate with the Bureau of Overseas Buildings Operations to determine how to use the position to improve the collection and analysis of data recorded in the Global Maintenance	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
				Management System if it decides to hire a Facility Data Analyst.		
77	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that Embassy Cairo, Egypt, establish and implement a process to (1) track materials used, and costs associated with the make-ready process in the Integrated Logistics Management System, (2) conduct periodic reviews of the information to determine whether materials used, and costs associated with the make-ready process are reasonable, and (3) take corrective actions, as appropriate, when they are not.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
78	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, develop and implement a standard operating procedure for the Procurement and Contracting Section that outlines steps to be taken when procuring goods and services, including determining price reasonableness, completing pre-award reviews and checklists, and adhering to e-Filing requirements for storing documentation associated with purchase card transactions.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
79	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, establish procedures to ensure compliance with Federal Acquisition Regulation 16.505(b)(1)(ii)(E) which states that cost should be considered as one of the selection factors when making decisions about awarding task orders for make-ready and other services below the micro-purchase threshold.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
80	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that Embassy Cairo, Egypt, establish controls to attribute time of only those staff who directly perform make-ready services under the make-ready sub-cost center, in accordance with the guidance outlined in 6 Foreign Affairs Handbook-5,	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/ Embassy	Status and Timeline
				H-341.15-11(C), “Residential Make-Ready – Time Allocation.”		
81	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that Embassy Cairo, Egypt, discontinue the practice of using carryover funds for make-ready projects, and that it accounts for supplies, tools, and equipment used in support of its make-ready projects under the make-ready sub-cost center, consistent with the guidance outlined in 6 Foreign Affairs Handbook-5 H-341.15-11(B), “Residential Make-Ready – Budgeted Costs.”	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
82	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that senior leaders in the Management Section at U.S. Embassy Cairo, Egypt, work with U.S. direct-hire supervisors to (1) take additional steps to foster constructive relationships in accordance with 3 Foreign Affairs Manual 1214, “Leadership and Management Principles for Department Employees” by messaging the importance of teamwork, community, and open dialogue, and (2) remind employees of the Department prohibition against retaliation for disclosing wrongdoing in accordance with 3 Foreign Affairs Manual 4329, “Limitations on Use of Disciplinary Action.”	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
83	Audit of the Process to Prepare Residences for New Tenants at U.S. Embassy Cairo, Egypt	AUD-MERO-22-23	3/2/2022	OIG recommends that U.S. Embassy Cairo, Egypt, collaborate with the Foreign Service Institute to identify additional resources and support to address issues impacting collaboration, morale, and interpersonal relationships in the Management Section at post.	Embassy Cairo	Due to the Israel/Gaza crisis, Mission Cairo has received an extension from OIG until March 7, 2024. Post has developed a plan of action for these recommendations and plans to close them by the March 2024 deadline.
84	Audit of the Department of State’s Use of “Not Otherwise Classified” Budget Object Codes	AUD-FM-22-21	2/10/2022	OIG recommends that the Bureau of the Comptroller and Global Financial Services develop and implement a methodology to periodically review and update the budget object codes (BOC) included in the	Bureau of the Comptroller and Global	CGFS is compiling documentation to submit to OIG to show that the methodology to periodically review and update the BOC included in the 4 FAH-1 H-613 was developed and implemented.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
				Foreign Affairs Handbook (4 FAH-1 H-613). This methodology should include collaborating with other bureaus to assist in identifying BOCs that are not needed, new BOCs that bureaus believe would be beneficial, or changes to the definitions of existing BOCs.	Financial Services	
85	Inspection of the Bureau of Administration, Office of the Executive Director	ISP-I-22-07	1/18/2022	The Bureau of Administration should conduct risk assessments for the applications in the Information Technology Services Division and obtain authorizations to operate from the Bureau of Information Resource Management.	Bureau of Administration	The Bureau of Administration, Executive Office, Information Technology Services Division (A-IRM/EX/ITS), continues to collaborate with the Bureau of Information Resource Management (IRM) on assessments to obtain authorizations to operate (ATO) for identified systems. A/EX/ITS anticipates completion during FY 2024.
86	Inspection of the Bureau of Administration, Office of the Executive Director	ISP-I-22-07	1/18/2022	The Bureau of Administration should review and de-obligate all invalid unliquidated obligations without activity for more than 1 year, in accordance with Department standards, so funds of up to \$8 million can be put to better use.	Bureau of Administration	The value of unliquidated obligations (ULO) at the time of the inspection totaled \$8,023,581.70. Of the \$7,435,482.33 not in litigation, \$6,658,432.48 was de-obligated and returned to the Department and applied toward invoice payments. Two ULOs remain open due to litigation, and the vendor has asked the Department's contracting officer for permission to bill for the remaining ULO balances totaling \$588,099.37. The Bureau of Administration, Executive Office, Financial Management Division (A-IRM/EX/FMD) anticipates completion during FY 2024.
87	(U) Inspection of the Bureau of East Asian and Pacific Affairs	ISP-I-22-06	12/20/2021	The Bureau of East Asian and Pacific Affairs should review its Joint Regional Strategy (JRS) in accordance with Department guidelines.	Bureau of East Asian and Pacific Affairs	EAP conducted their latest review of the Joint Regional Strategy in November 2023. The Department will request OIG close this recommendation.
88	(U) Inspection of the Bureau of East Asian and Pacific Affairs	ISP-I-22-06	12/20/2021	The Bureau of East Asian and Pacific Affairs, in coordination with the Bureau of Global Talent Management, should conduct an organizational assessment to align its organizational structure with bureau operational needs and Department requirements.	Bureau of East Asian and Pacific Affairs	EAP is working with GTM/OTA regarding an organizational assessment that will align EAP's organizational structure with the operational needs and Department requirements. The assessment will take some time and EAP intends to complete it in 2024.
89	(U) Inspection of the Bureau of East Asian and Pacific Affairs	ISP-I-22-06	12/20/2021	The Bureau of East Asian and Pacific Affairs should review and de-obligate all invalid unliquidated obligations without activity for more than 1 year, in	Bureau of East Asian and Pacific Affairs	All invalid unliquidated obligations from 2019 were deobligated. The Department will request OIG close this recommendation.

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/ Embassy	Status and Timeline
				accordance with Department guidance, so funds of up to \$2.7 million can be put to better use.		
90	(U) Management Assistance Report: Support from the Under Secretary for Management Is Needed to Facilitate the Closure of Office of Inspector General Recommendations Addressed to the Bureau of Information Resource Management	AUD-AOQC-22-07	12/16/2021	OIG recommends that the Under Secretary for Management verify that the Bureau of Information Resource Management (IRM) has developed plans of action and milestones, as required by the National Institute of Standards and Technology, Special Publication 800-53, rev. 4, to address each open OIG recommendation. The plans of action and milestones should document planned remedial actions to correct the deficiencies identified. If the Under Secretary for Management determines that IRM has not developed or maintained plans of action and milestones for each open OIG recommendation, the Under Secretary for Management should direct IRM to take action to comply with standards.	Office of the Under Secretary for Management	IRM identified ArchAngel as the Governance, Risk, and Compliance (GRC) tool to track both system and non-system level Plans of Actions and Milestones (POA&Ms), including post and administrative recommendations. POA&Ms for all other open IRM recommendations will be incorporated into Archangel when the tool reaches full operational capability, expected by September 2024. As of February 2024, M's next compliance update to the OIG is in its final clearance stages.
91	Review of the Bureau of Consular Affairs' ConsularOne Modernization Program – Significant Deployment Delays Continue	ISP-I-22-03	11/29/2021	The Bureau of Consular Affairs should require the Office of Consular Systems and Technology to maintain documented management approvals for all information systems throughout the systems development lifecycle process in accordance with Department standards.	Bureau of Consular Affairs	The Office of Consular Systems and Technology is assessing the recommendations and determining a way forward, in coordination with the Office of the Under Secretary for Management and other bureaus, including IRM.
92	Review of the Bureau of Consular Affairs' ConsularOne Modernization Program – Significant Deployment Delays Continue	ISP-I-22-03	11/29/2021	The Bureau of Consular Affairs should require the Office of Consular Systems and Technology to conduct independent information system security assessments.	Bureau of Consular Affairs	The Office of Consular Systems and Technology is assessing the recommendations and determining a way forward, in coordination with the Office of the Under Secretary for Management and other bureaus, including IRM.
93	Review of the Bureau of Consular Affairs' ConsularOne Modernization Program –	ISP-I-22-03	11/29/2021	The Bureau of Consular Affairs, in coordination with the Bureau of Information Resource Management, should complete the assessment and authorization process for the Office of Consular Systems and	Bureau of Consular Affairs	The Office of Consular Systems and Technology is assessing the recommendations and determining a way forward, in coordination with the Office of the Under Secretary for Management and other bureaus, including IRM.

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	Significant Deployment Delays Continue			Technology's information systems with expired authorizations to operate.		
94	Review of the Bureau of Consular Affairs' ConsularOne Modernization Program – Significant Deployment Delays Continue	ISP-I-22-03	11/29/2021	The Bureau of Consular Affairs should perform annual security controls assessments for the Office of Consular Systems and Technology's information systems in accordance with Department standards.	Bureau of Consular Affairs	The Office of Consular Systems and Technology is assessing the recommendations and determining a way forward, in coordination with the Office of the Under Secretary for Management and other bureaus, including IRM.
95	Inspection of Embassy Reykjavik, Iceland	ISP-I-22-02	10/25/2021	Embassy Reykjavik, in coordination with the Bureau of Overseas Buildings Operations, should comply with Department standards for server room safety controls.	Embassy Reykjavik	OBO/CFSM/FAC/PM has advised that the server room emergency shutoff installation has unavoidable delays. The Bureau of Overseas Buildings Operations plans to complete the safety control installation by the end of March 2024.
96	Audit of Noncompetitive Contracts in Support of Overseas Contingency Operations in Afghanistan and Iraq	AUD-MERO-22-03	10/18/2021	OIG recommends that the Bureau of Administration develop and implement additional internal control procedures for monitoring to ensure that justifications and approvals for other than full and open competition are completed and approved in accordance with Federal Acquisition Regulation requirements and Office of the Procurement Executive guidance and that reviewing officials verify that the justifications include all required content.	Office of the Procurement Executive	The Office of the Procurement Executive, Office of Acquisitions Policy, Strategic Communications and Policy Division (A/OPE/AP/SCPD) is assessing and improving the noncompetitive procurements guide. This guide outlines documentation requirements for all noncompetitive procurements, adhering to federal and Departmental regulations. It includes templates and guidance to ensure mandatory elements are addressed in preparation of the justification. The guide reinforces reviewing officials' responsibilities prior to approvals. The revised guide is expected to be released in the second quarter of FY 2024.
97	Audit of Noncompetitive Contracts in Support of Overseas Contingency Operations in Afghanistan and Iraq	AUD-MERO-22-03	10/18/2021	OIG recommends that the Bureau of Administration develop and implement internal controls to ensure Contracting Officers comply with Federal Acquisition Regulation Subpart 6.305, Office of the Procurement Executive Procurement Implementation Bulletin 2014-11, and Office of Acquisitions Management Memorandum 16-16 regarding providing public notice of noncompetitive contracts and maintaining proof of public notice in contract files.	Office of the Procurement Executive	The Office of the Procurement Executive, Office of Acquisitions Policy, Strategic Communications and Policy Division (A/OPE/OAP/SCPD) mandates the inclusion of the fully executed justification document and proof of posting in the contract file under DOSAM 606.305(g). For justifications fully executed by AQM, the Document Review and Approval Matrix requires that copies of the justification and a link to the posted justification be provided to the Competition Advocate inbox at cat@state.gov. The DOSAM and the DRAM were issued October 1, 2023.

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98	Audit of Noncompetitive Contracts in Support of Overseas Contingency Operations in Afghanistan and Iraq	AUD-MERO-22-03	10/18/2021	OIG recommends that the Bureau of Administration (a) determine the feasibility, practicality, and cost-effectiveness of adding functions to the new online application being developed for justifications and approvals that will automatically transfer completed justifications to the electronic contract file and also post the justifications publicly in accordance with the Competition in Contracting Act and the Federal Acquisition Regulation and (b) if determined to be feasible, practical, and cost-effective, incorporate such a function in the application.	Office of the Procurement Executive	The Office of the Procurement Executive, Center for Acquisition Excellence (OPE/CAE) hosted ServiceNow developers to demonstrate ServiceNow module capabilities. on March 14, 2023. The recordings of the demonstrations were recorded and can be provided as supplemental reference to users. The demos expanded to stakeholders within the Office of Acquisitions Policy and a representation of Contracting Officers and Contracting Officer Representatives. A portion of the demonstrations was designated to process definitions associated with justification for other than full and open competition (JOFOC) requirements. Stakeholders concluded that the process associated with the automations recommended would be nonlinear and would contain many variable considerations, to include nuanced redaction requirements. The demonstrating developers also concluded that such feature development would require extensive Artificial Intelligence/Natural Language Process capabilities outside of the scope of the current development roadmap and such capabilities would also require additional IT Cybersecurity scrutiny to be deployed within the A/OPE environment and current authority to operate considerations.
99	Audit of Noncompetitive Contracts in Support of Overseas Contingency Operations in Afghanistan and Iraq	AUD-MERO-22-03	10/18/2021	OIG recommends that the Bureau of Administration issue guidance requiring that all contracting personnel use the newly created online application for justifications and approvals once the application has been tested and determined to meet the goals established by the Bureau of Administration.	Office of the Procurement Executive	The Office of the Procurement Executive, Center for Acquisition Excellence (OPE/CAE) determined that the development of the tool will not be possible, as stated in Recommendation 3. As such, A/OPE will not be issuing any guidance since the online application for justifications and approvals will not be developed. The Department will request the OIG close this recommendation.
100	Audit of Noncompetitive Contracts in Support of Overseas Contingency Operations in Afghanistan and Iraq	AUD-MERO-22-03	10/18/2021	OIG recommends that the Bureau of Administration issue a directive to the Office of Acquisitions Management to update its Quality Assurance Plan to expand the steps necessary to ensure compliance with Federal Acquisition Regulation provisions regarding preparing fair and reasonable price determinations for noncompetitive awards. The steps should include requiring that Contracting Officers use the sample template for price negotiation memoranda and retain evidence of the analysis conducted in support of such determinations in the contract files.	Office of the Procurement Executive	The Office of the Procurement Executive, Office of Acquisitions Policy, Strategic Communications and Policy Division (A/OPE/AP/SCPD) updated the Document Review and Approval Matrix formerly known as the Quality Assurance Plan during the OIG review. The October 2023 matrix identified the reviews, clearances and approvals required for negotiation memorandums. Contract changes to eFile are unavailable currently as the contract has expired and the interim award does not allow any new development efforts. We A/OPE/AP/SCPD is collaborating with OIG on how to meet this recommendation, as the new competitive award is not anticipated until 2026.

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101	Audit of Noncompetitive Contracts in Support of Overseas Contingency Operations in Afghanistan and Iraq	AUD-MERO-22-03	10/18/2021	OIG recommends that the Bureau of Administration develop and implement guidance directing all price negotiation memoranda-approving officials certify that price negotiation memoranda address all required elements in compliance with Federal Acquisition Regulation Subpart 15.406-3 before approving them.	Office of the Procurement Executive	The Office of the Procurement Executive, Office of Acquisitions Policy, Strategic Communications and Policy Division (A/OPE/OAP/SCPD) is developing a standardized price negotiation memorandum, incorporating regulations. The template will include guidance for accurately documenting award decisions, reminders for reviewing officials to ensure all elements of the memorandum are accurate and complete. Statements will precede the signature block attesting to reviewing official certifications. The Department anticipates the new templates will be available in FY 2024 Q3.
102	Audit of Noncompetitive Contracts in Support of Overseas Contingency Operations in Afghanistan and Iraq	AUD-MERO-22-03	10/18/2021	OIG recommends that the Bureau of Administration issue a directive to the Office of Acquisitions Management to update its Memorandum 15-09, "Contract File Documentation," regarding price negotiation memoranda. The updated memorandum should include instructions for Contracting Officers to verify that all price negotiation memoranda packages are properly approved and placed in the contract file.	Office of the Procurement Executive	The Office of the Procurement Executive, Office of Acquisitions Policy, Strategic Communications and Policy Division (A/OPE/OAP/SCPD) is developing a standardized price negotiation memorandum, incorporating regulations. The template will include guidance for accurately documenting award decisions, reminders for reviewing officials to ensure all elements of the memorandum are accurate and complete. Statements will precede the signature block attesting to reviewing official certifications. A/OPE/AP/SCPD anticipates the new templates will be available in Quarter 3, FY 2024.
103	Audit of Noncompetitive Contracts in Support of Overseas Contingency Operations in Afghanistan and Iraq	AUD-MERO-22-03	10/18/2021	OIG recommends that the Bureau of Administration develop and implement additional internal control procedures for monitoring compliance with Federal Acquisition Regulation requirements and Department policy regarding determining and documenting fair and reasonable price determinations and maintaining complete contract files.	Office of the Procurement Executive	The Office of the Procurement Executive, Office of Acquisitions Policy, Strategic Communications and Policy Division (A/OPE/OAP/SCPD) issued the Document Review and Approval Matrix to mandate contract threshold documentation reviews, holding leadership accountable for quality documentation. A/OPE/OAP/SCPD is actively developing standardized templates to ensure accurate, complete, and regulatory-compliant documentation throughout the Department. The completed templates, constituting contract file documents, is expected to be available in FY 2024 Q3.
104	Audit of Acquisition Planning and Cost Controls While Transitioning Support Service Contracts in Iraq	AUD-MERO-21-43	9/14/2021	OIG recommends that the Bureau of Administration, in coordination with the Bureau of Near Eastern Affairs, discontinue its practice of awarding noncompetitive contracts for Operations Maintenance Support Services and Baghdad Life Support Services. The bureau should award Mission Iraq-specific task orders under the Diplomatic Platform Support Services contract or use an alternative mechanism to	Bureau of Administration	The Office of the Procurement Executive, Office of Acquisitions Management (A/OPE/AQM) had several internal delays, and the decision was made for this action to not be included in the Enterprise Business Review Committee (EBRC). After this decision was made, the acquisition plan is routing for Head of Contracting Activity and Senior Procurement Executive review for approval. AQM will be issuing a request for proposal against the already existing Diplomatic Platform Support Services (DiPSS) Indefinite Delivery, Indefinite Quantity contract vehicle for a competitive task for an estimated award in September 2024.

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				competitively replace the Operations and Maintenance Support Services and Baghdad Life Support Services contracts.		
105	Audit of Acquisition Planning and Cost Controls While Transitioning Support Service Contracts in Iraq	AUD-MERO-21-43	9/14/2021	OIG recommends that the Bureau of Administration, Office of the Procurement Executive (OPE), in accordance with the Federal Acquisition Regulation 7.104 “General procedures,” disseminate procedures that are described in Office of Acquisition Management Memorandum 15-10 to review acquisition plans with key stakeholders annually or whenever significant changes occur. OPE should also establish additional internal controls to ensure the procedures are followed, such as training personnel on the requirements and minimum documentation requirements for acquisition plan reviews.	Bureau of Administration	The Department developed mechanisms for senior-level stakeholders to have visibility into the contracting process, ensuring proper management controls. Additionally, new initiatives were implemented to enhance stakeholder and acquisition professional engagement, promoting improved advance acquisition planning and continuous review of spending within bureaus.
106	Audit of Acquisition Planning and Cost Controls While Transitioning Support Service Contracts in Iraq	AUD-MERO-21-43	9/14/2021	OIG recommends that the Bureau of Administration, Office of the Procurement Executive, in accordance with Government Accountability Office Standards for Internal Control in the Federal Government, establish procedures to conduct regular monitoring of internal controls, respond to schedule risks, and engage in effective communication with the program office to identify and address noncompliance with Federal and Department of State criteria, timeliness, and external coordination.	Bureau of Administration	The Department developed mechanisms for senior-level stakeholders to have visibility into the contracting process, ensuring proper management controls. Additionally, new initiatives were implemented to enhance stakeholder and acquisition professional engagement, promoting improved advance acquisition planning and continuous review of spending within bureaus.
107	Audit of Acquisition Planning and Cost Controls While Transitioning Support Service Contracts in Iraq	AUD-MERO-21-43	9/14/2021	OIG recommends that the Bureau of Administration, Office of the Procurement Executive, implement controls to (a) achieve critical acquisition deadlines on time, including checking the acquisition’s progress and assessing changes in the operating environment and (b) identify contracts that have missed critical deadlines, including Diplomatic Platform Support Services, for Department of State	Bureau of Administration	The Department developed mechanisms for senior-level stakeholders to have visibility into the contracting process, ensuring proper management controls. Additionally, new initiatives were implemented to enhance stakeholder and acquisition professional engagement, promoting improved advance acquisition planning and continuous review of spending within bureaus.

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				(Department) leadership to review and take action as necessary. Controls should ensure that the Department prioritizes timely acquisitions to achieve cost savings, economies of scale, and efficiencies.		
108	Audit of Acquisition Planning and Cost Controls While Transitioning Support Service Contracts in Iraq	AUD-MERO-21-43	9/14/2021	OIG recommends that the Bureau of Administration, Office of the Procurement Executive (OPE), strengthen its review and approval process and oversight of noncompetitive contract actions awarded, based on Federal Acquisition Regulation 6.302-2, "Unusual and compelling urgency," related to circumstances permitting other than full and open competition. OPE should put in place controls to ensure those actions are not excessive, such as enforcement of time limitations on the duration of the use of these actions, and use appropriate rationales, which exclude lack of advanced planning. In addition, OPE should provide training, as appropriate, to officials in the review process to ensure controls are followed.	Bureau of Administration	The Department developed mechanisms for senior-level stakeholders to have visibility into the contracting process, ensuring proper management controls. Additionally, new initiatives were implemented to enhance stakeholder and acquisition professional engagement, promoting improved advance acquisition planning and continuous review of spending within bureaus.
109	Inspection of the Bureau of Consular Affairs' Passport Services Directorate	ISP-I-21-17	9/2/2021	The Bureau of Consular Affairs should implement a process to store the Passport Services Directorate's archived advisory opinions, so they are easily searchable and retrievable in accordance with Department standards.	Bureau of Consular Affairs	The Office of Passport Services has implemented processes to store the Passport Services Directorate's archived advisory opinions, so they are easily searchable and retrievable in accordance with Department standards. The Department is finalizing a response to the OIG recommendation.
110	Inspection of the Office of the Science and Technology Adviser to the Secretary	ISP-I-21-30	8/18/2021	The Office of the Science and Technology Adviser to the Secretary, in coordination with the Offices of the Under Secretary for Economic Growth, Energy, and the Environment, the Deputy Secretary of State, and the Deputy Secretary of State for Management and Resources, should submit a statement of its policy areas of responsibilities in accordance with Department standards.	Office of the Science and Technology Adviser (STAS) to the Secretary of State	Discussions with GTM regarding the permanent placement of the Science Integrity Official (SIO) functions are ongoing. Following the conclusion of these discussions, a recommendation will be sent to the Secretary for final approval. STAS aims to finalize its 1 FAM entry to align with required roles and responsibilities. STAS will share the 1 FAM entry with OIG and A/GIS/DIR upon receiving final clearances.

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111	Compliance Follow-Up Audit of the Department of State Process to Select and Approve IT Investments	AUD-IT-21-34	8/6/2021	OIG recommends that the Bureau of Information Resource Management conduct an in-depth review of the entire agency IT portfolio to identify potential duplicative systems.	Bureau of Information Resource Management	IRM is updating the Capital Planning Investment and Control (CPIC) Guide to provide guidance to individual Bureaus on IT Product selection. IRM is establishing a streamlined IT Product Approval process to enable system/functional stakeholders to review existing IT products to avoid duplication as a part of their Analysis of Alternatives before requesting for a new IT Product to be approved.
112	Compliance Follow-Up Audit of the Department of State Process to Select and Approve IT Investments	AUD-IT-21-34	8/6/2021	OIG recommends that the Bureau of Information Resource Management develop and implement, to the extent practicable, a strategy to combine, eliminate, or replace the duplicative systems identified during its review of the entire agency IT portfolio (Recommendation 2).	Bureau of Information Resource Management	IRM is revising the IT product selection section of the Capital Planning Investment and Control (CPIC) Guide to IRM is establishing a streamlined IT product approval process, allowing system/functional stakeholders to assess existing IT products during their Analysis of Alternatives to prevent duplication before seeking approval for a new IT product to be approved.
113	Audit of Department of State Protocols for Establishing and Operating Remote Diplomatic Missions	AUD-MERO-21-33	7/28/2021	OIG recommends that the Under Secretary for Management, in coordination with the regional bureaus, develop and implement guidance to include criteria, standards, and other direction, as appropriate, for opening and closing those missions that may temporarily establish operations outside of their respective host countries. The guidance should include criteria and standards to inform when, where, and how such missions should be established.	Office of the Under Secretary for Management	The last compliance update was sent to OIG in December 2023, noting the Department's publication of guidance for opening, operating, and closing remote missions, to include criteria and standards to inform when, where, and how such missions should be established. Having met the requirements of the recommendation, the Office of the Under Secretary for Management anticipates that OIG will close this recommendation shortly.
114	Audit of Department of State Protocols for Establishing and Operating Remote Diplomatic Missions	AUD-MERO-21-33	7/28/2021	OIG recommends that the Under Secretary for Management, in coordination with the regional bureaus, develop guidance requiring regional bureaus to implement a process to periodically reevaluate the status of those missions that have temporarily established operations outside of their respective host countries to determine whether those missions should continue to exist in their current form.	Office of the Under Secretary for Management	The last compliance update was sent to OIG in December 2023, noting the Department's publication of guidance for opening, operating, and closing remote missions, to include criteria and standards to inform when, where, and how such missions should be established. Having met the requirements of the recommendation, the Office of the Under Secretary for Management anticipates that OIG will close this recommendation shortly.
115	Audit of Department of State Protocols for Establishing and Operating	AUD-MERO-21-33	7/28/2021	OIG recommends that the Under Secretary for Management, in coordination with the regional bureaus and the Office of the Legal Adviser, develop and implement guidance regarding the creation,	Office of the Under Secretary for Management	The Department sent the last compliance update to OIG in December 2023, highlighting the publication of guidance for remote missions. This guidance covered the processes of opening, operating, and closing remote missions, as well as instructions for their creation, content, and periodic reevaluation of memoranda

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	Remote Diplomatic Missions			content, and periodic reevaluation of memoranda of understanding to facilitate working relationships and resource sharing agreements between those missions that have temporarily established operations outside of their host countries and their respective host missions.		of understanding to facilitate working relationships and resource sharing agreements between remote missions and their respective host missions. Having met the requirements of the recommendation, the Office of the Under Secretary for Management anticipates that OIG will close this recommendation shortly.
116	Audit of Department of State Protocols for Establishing and Operating Remote Diplomatic Missions	AUD-MERO-21-33	7/28/2021	OIG recommends that the Under Secretary for Management, in coordination with the regional bureaus, develop and implement a template for the memoranda of understanding that can be used to facilitate working relationships and resource sharing agreements between those missions that have temporarily established operations outside of their host countries and their respective host missions.	Office of the Under Secretary for Management	The Department sent the last compliance update to OIG in December 2023, noting the Department's publication of guidance for opening, operating, and closing remote missions. The guidance also included a template for memoranda of understanding between remote missions and their respective host missions. Having met the requirements of the recommendation, the Office of the Under Secretary for Management anticipates that OIG will close this recommendation shortly.
117	Audit of Department of State Protocols for Establishing and Operating Remote Diplomatic Missions	AUD-MERO-21-33	7/28/2021	OIG recommends that the Under Secretary for Management, in coordination with the Office of the Legal Adviser and the Bureau of the Comptroller and Global Financial Services, develop and implement guidance in the Foreign Affairs Handbook, 12 FAH-1 Addendum 2.1, for those missions that have temporarily established operations outside of their host countries to consult with the Office of the Legal Adviser, and Bureaus of the Comptroller and Global Financial Services and Overseas Buildings Operations for legal, financial, and operational information to determine retention or disposition of leased property.	Office of the Under Secretary for Management	The Department sent the last compliance update to OIG in December 2023, highlighting the publication of language that incorporates the review of leases at post where operations were suspended.
118	Audit of Department of State Protocols for Establishing and Operating Remote Diplomatic Missions	AUD-MERO-21-33	7/28/2021	OIG recommends that the Under Secretary for Management, in coordination with the regional bureaus, develop and implement guidance regarding the day-to-day operations of remote missions with a focus on those functions that may be impacted by operating remotely such as the provision of consular	Office of the Under Secretary for Management	The Department sent the last compliance update to OIG in December 2023, reporting the publication of guidance for opening, operating, and closing remote missions, addressing the operations of remote missions focusing on functions that may be impacted by operating remotely such as the provision of consular services, security operations, and managing diplomatic relations. Having met the

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				services, security operations, and managing diplomatic relations.		requirements of the recommendation, the Office of the Under Secretary for Management anticipates that OIG will close this recommendation shortly.
119	Management Assistance Report: Improved Guidance and Acquisition Planning is Needed to Reduce the Use of Bridge Contracts in Afghanistan and Iraq	AUD-MERO-21-37	7/22/2021	OIG recommends that the Bureau of Administration, Office of the Procurement Executive amend the Foreign Affairs Handbook to include a subsection in 14 FAH-2 H-320, Acquisition Planning, providing direct guidance on sole source noncompetitive contracts or contract extensions with an existing contractor to bridge the time between the original end of that contractor's contract and the competitive award of a follow-on contract, including providing definitions to the terms: "bridge contract" or "bridge actions," the parameters under which these sole source noncompetitive contracts and extensions can be used, and a requirement to provide additional information necessary to justify consecutive uses of a noncompetitive sole source award.	Office of the Procurement Executive	The Office of the Procurement Executive, Office of Acquisition Policy, Strategic Communications and Policy Division (A/OPE/AP/SCPD) issued Interim Award and Reporting Policy under Acquisition Alert (AA) 23-31 on September 20, 2023. This AA was incorporated into the Department of State Acquisition Manual (DOSAM), under DOSAM 606.303-70, Interim award approval and reporting. A Department Notice (DN) and an All Diplomatic and Consular Posts (ALDAC) are in process for release to identify this policy requirement as released by the Office of the Procurement Executive. It is anticipated that the DN and ALDAC will be posted by the end of FY 2024 Q1.
120	Management Assistance Report: Improved Guidance and Acquisition Planning is Needed to Reduce the Use of Bridge Contracts in Afghanistan and Iraq	AUD-MERO-21-37	7/22/2021	OIG recommends that the Bureau of Administration, Office of the Procurement Executive, develop and implement a process to identify and elevate to the Assistant Secretary of Administration, who serves as the appointed agency Chief Acquisition Officer, instances when the acquisition planning process is adversely impacted due to insufficient program office participation so the Chief Acquisition Officer can engage with the impacted program office bureau's assistant secretary to resolve delays in pursuing full and open competition for contracts in overseas contingency environments.	Office of the Procurement Executive	The Office of the Procurement Executive, Office of Acquisition Policy, Strategic Communications and Policy Division (A/OPE/AP/SCPD) has developed and implemented a process to identify and elevate to the Assistant Secretary of Administration, who serves as the appointed agency Chief Acquisition Officer, instances when the acquisition planning process is adversely impacted due to insufficient program office participation so the Chief Acquisition Officer can engage with the impacted program office bureau's assistant secretary to resolve delays. This process is outlined in the executed policy (refer to DOSAM 606.303-70, Interim award approval and reporting).
121	Management Assistance Report: Improved Guidance and Acquisition Planning is Needed to	AUD-MERO-21-37	7/22/2021	OIG recommends that the Bureau of Administration, Office of the Procurement Executive, revise its Justification for Other than Full and Open Competition (JOFOC) Guide to require that written	Office of the Procurement Executive	The Office of the Procurement Executive, Office of Acquisition Policy, Strategic Communications and Policy Division (A/OPE/AP/SCPD) is revising and renaming the current JOFOC Guide to Documenting Noncompetitive Procurement Guide. This revision categorizes justifications specifies terminology, and outlines posting

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	Reduce the Use of Bridge Contracts in Afghanistan and Iraq			justification for using less than full and open competition for awarding bridge contracts include information on why and how the delay occurred, what measures have or will be undertaken to resolve the delay, and the milestones to achieving full and open competition.		requirements based on the FAR procurement method utilized). Interim award requirements will be included in this update. A/OPE/AP/SCPDaims to release the revised guide in FY 2024 Q2.
122	Audit of Foreign Per Diem Rates Established by the Department of State	AUD-FM-21-31	6/25/2021	OIG recommends that the Bureau of Administration review and update all foreign per diem locations designated in eAllowances as exchange rate adjusted in accordance with the guidance developed in response to Recommendation 3.	Bureau of Administration	The Bureau of Administration is actively processing Per Diem surveys, including the transition to Exchange Rate Adjustments, and consolidating applicable locations.
123	Audit of Foreign Per Diem Rates Established by the Department of State	AUD-FM-21-31	6/25/2021	OIG recommends that the Bureau of Administration review its methodology for determining foreign per diem rates to identify opportunities to streamline the process. At a minimum, the Bureau of Administration should consider whether the use of independent economic data would be more efficient and cost-effective for establishing foreign per diem rates.	Bureau of Administration	The Bureau of Administration will allocate funds for an FY 2024 assessment of methodology procedures, and opportunities to streamline processes. The Bureau of Administration is also soliciting suggestions from other agencies on opportunities for streamlining procedures.
124	Audit of Foreign Per Diem Rates Established by the Department of State	AUD-FM-21-31	6/25/2021	OIG recommends that the Bureau of Administration develop and implement a plan to revise the methodology for determining foreign per diem rates based on the results of Recommendation 11.	Bureau of Administration	Recommendation 12 to be completed concurrent with Recommendation 11.
125	Audit of Foreign Per Diem Rates Established by the Department of State	AUD-FM-21-31	6/25/2021	After implementing Recommendation 12, OIG recommends that the Bureau of Administration recalculate the foreign per diem rates for the locations based on the revised methodology.	Bureau of Administration	The Bureau of Administration will recalculate the foreign per diem rates for the locations once the methodology is revised.
126	Audit of Foreign Per Diem Rates Established by the Department of State	AUD-FM-21-31	6/25/2021	OIG recommends that the Bureau of Administration complete its efforts to upgrade and update its eAllowances application. As part of this effort, the Bureau of Administration should ensure that posts	Bureau of Administration	The Bureau of Administration will allocate funds for the procurement of a new eAllowance application. Modernization of the application will allow justification uploading and backup documentation, ensuring posts are able to upload supporting documentation.

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				are able to upload supporting documentation, such as reservation logs, into the application.		
127	Management Assistance Report: Department Can Take Further Steps to Improve Executive Direction of Overseas Missions	ISP-21-14	6/16/2021	The Director General of the Foreign Service and Director of Global Talent should institute annual surveys of U.S. direct-hire employees and locally employed staff to provide feedback on chief of mission performance.	Bureau of Global Talent Management	The Bureau of Global Talent Management (GTM) will conduct an annual survey evaluating the management and leadership of each diplomatic and consular post no later than December 22, 2023 to meet this OIG recommendation as well as in compliance with a new legislative requirement outlined in the FY 2023 National Defense Authorization Act (NDAA) GTM will analyze the survey results and, in accordance with the NDAA, submit an annual report to Congress.
128	Management Assistance Report: Support From the Under Secretary for Management Is Needed to Facilitate the Closure of Open Office of Audits Recommendations	AUD-AOQC-21-32	6/16/2021	OIG recommends that the Under Secretary for Management verify periodically, but no less than quarterly, that those entities with recommendations that have yet to be implemented and closed are providing status updates and responses to OIG in a timely manner, as required.	Office of the Under Secretary for Management	This recommendation requires the Under Secretary to follow up with several bureaus that have long-standing OIG recommendations and provide an update to OIG. The Office of Management Strategy and Solutions (M/SS) is currently working on the compliance update for this "umbrella" audit. As of February 2024, four recommendations covered under this audit remain open, of which two are pending NEA compliance updates (expected by mid-March), one recommendation is pending OIG analysis, and one is not due yet. For the umbrella audit itself, M is working on its next update to the OIG to be sent by the end of February 2024.
129	Inspection of the Bureau of Overseas Buildings Operations' Office of Safety, Health, and Environmental Management	ISP-I-21-21	4/22/2021	The Bureau of Overseas Buildings Operations, in coordination with the Bureaus of European and Eurasian Affairs, Near Eastern Affairs, and Western Hemisphere Affairs, should bring principal officer residential swimming pools at Embassies Cairo, Madrid, and Quito, and Consulate General Hamilton into compliance with Department swimming pool safety standards.	Bureau of Overseas Buildings Operations	The Bureau of Overseas Buildings Operations (OBO) has addressed all the swimming pool safety compliance issues referenced in this recommendation, with the exception of Quito. OBO expects to award the contract for the pool upgrade in Quito by the end of December 2023 and complete the project by the end of December 2024.
130	Review of the Public Diplomacy Staffing Initiative	ISP-I-21-24	4/20/2021	The Office of Policy, Planning, and Resources, in coordination with the Foreign Service Institute, should develop and implement a training plan with short-, medium-, and long-term objectives that address how to train public diplomacy officers and locally employed staff in core competencies based on new position descriptions for Public Diplomacy Staffing Initiative implementation.	Office of Policy, Planning, and Resources for Public Diplomacy and Public Affairs	The Office of Policy, Planning, and Resources, continues to develop a training plan.

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131	Compliance Follow-Up Audit of the Bureau of Near Eastern Affairs Selection and Management of Contract Oversight Personnel in Iraq	AUD-MERO-21-24	4/13/2021	OIG recommends that the Assistant Secretary for the Bureau of Near Eastern Affairs develop and execute an action plan that dedicates appropriate resources to implement Recommendations 1, 2, and 4 from OIG report Audit of the Bureau of Near Eastern Affairs Selection and Management of Contract Oversight Personnel in Iraq (AUD-MERO-19-10, November 2018). The plan should outline the steps and resources necessary to determine the technical expertise in the contract subject matter for Contracting Officer's Representatives (COR) and Government Technical Monitors (GTM), provide those determinations and requirements to Contracting Officers, and ensure only CORs and GTMs that meet the requirements of the updated study are nominated. The action plan should include milestones to ensure efficient and timely implementation considering the time that has elapsed since the recommendations were made in November 2018.	Bureau of Near Eastern Affairs	NEA completed a Contract Oversight Study, identifying the qualifications needed for COR/ACOR/GTMs to perform oversight functions and will be implemented once the clearance process is complete. Additionally, the Office of Management and Budget (OMB), Office of Federal Procurement of Policy, designated the Federal Acquisition Institute's Cornerstone OnDemand (FAI CSOD) as the certification and training system of record. The Department of State transferred its internal certification and tracking system for COR and COR-like positions to FAI CSOD. NEA is actively working to achieve 100 percent compliance with Mission Iraq's Contract Management Office.
132	Compliance Follow-Up Audit of the Bureau of Near Eastern Affairs Selection and Management of Contract Oversight Personnel in Iraq	AUD-MERO-21-24	4/13/2021	OIG recommends that the Bureau of Near Eastern Affairs develop and implement a process that includes a secondary review of Contracting Officer's Representative and Government Technical Monitor written nominations to ensure that technical expertise in the contract subject matter is presented to the Contracting Officer, as required by 14 Foreign Affairs Handbook-2 H-143.2, "COR Appointment Procedures."	Bureau of Near Eastern Affairs	The Bureau of Administration, Office of the Procurement Executive, Office of Acquisition Policy (A/OPE/OAP) issued a new policy under Acquisition Alert (AA) 23-25, COR and GTM Nominations and Designations. Under this policy, bureaus must nominate, and Contracting Officers must appoint CORs/ACORs/GTMs using the Service Now platform. Only individuals who are FAC-COR certified in the Federal Acquisition Institute's Cornerstone OnDemand (FAI CSOD) system are eligible to serve as a COR/ACOR/GTM on Department of State contracts. Between the certification system and the nomination and appointment process outlined in the policy, these steps serve as the secondary review of qualifications for federal COR/ACOR/GTM nominations. NEA asked the Contract Management Office at post to confirm compliance of all COR/ACOR/GTMs. All COR/ACOR/GTMs are appointed in accordance with AA 23-25.

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133	Audit of the Department of State's Unarmored Overseas Motor Vehicle Fleet	AUD-SI-21-13	1/25/2021	OIG recommends that the Bureau of Administration, in coordination with the Fleet Management Council, develop and implement a detailed vehicle program plan that (a) contains clear, measurable goals and objectives; (b) establishes internal controls within all facets of the motor vehicle program; and (c) defines areas of authority, roles, and responsibilities for personnel responsible for carrying out the motor vehicle program.	Bureau of Administration	A/LM is reviewing independent audit recommendations to amend current policies, practices, and procedures to more closely conform to industry norms and best practices where appropriate for overseas fleet operations. Estimated date of completion: FY 2024 Q3.
134	Audit of the Department of State's Unarmored Overseas Motor Vehicle Fleet	AUD-SI-21-13	1/25/2021	OIG recommends that the Bureau of Administration update the Foreign Affairs Manual to require use of the internal controls developed in response to Recommendation 1 in this OIG report.	Bureau of Administration	Closure of this recommendation is dependent on closure of OIG recommendation 1 of the same audit.
135	Audit of the Department of State's Unarmored Overseas Motor Vehicle Fleet	AUD-SI-21-13	1/25/2021	OIG recommends that the Bureau of Administration (a) conduct a staffing study of its Office of Logistics Management, Office of Program Management and Policy, Overseas Fleet Division, to determine appropriate staffing levels, whether its staff have requisite fleet management expertise, and whether staff are in the right positions to perform the duties for which they are assigned; and (b) develop and implement a plan to address the results of the study.	Bureau of Administration	A/LM is currently reviewing independent audit recommendations to amend for possible adoption of recommendations made by an independent audit to amend current policies, practices, and procedures to more closely conform to industry norms and best practices where appropriate for overseas fleet operations. Estimated date of completion: FY 2024 Q3.
136	Audit of the Department of State's Unarmored Overseas Motor Vehicle Fleet	AUD-SI-21-13	1/25/2021	OIG recommends that the Bureau of Administration perform an analysis to determine whether (a) posts are legally allowed to standardize locally purchased foreign-made vehicles, (b) it would be cost-beneficial to allow such standardization, and (c) this type of standardization should be allowed.	Bureau of Administration	A/LM has proposed a revision to 14 FAM 436.4 a., removing the "NOTE" at the bottom of the paragraph, which removes the restriction of posts not being allowed to standardize their foreign vehicle fleet. Estimated date of completion: FY 2025 Q1.
137	Audit of the Department of State's Unarmored Overseas Motor Vehicle Fleet	AUD-SI-21-13	1/25/2021	OIG recommends that, if the Bureau of Administration determines that posts will be allowed to standardize the acquisition of foreign-made vehicles (Recommendation 10), the Bureau of Administration update the Foreign Affairs Manual	Bureau of Administration	Closure of this recommendation is dependent on closure of OIG recommendation 10 of the same audit.

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				(14 FAM 436.4) and Department of State Acquisition Regulation (§ 606.370) to formalize this policy.		
138	Audit of the Department of State's Unarmored Overseas Motor Vehicle Fleet	AUD-SI-21-13	1/25/2021	OIG recommends that the Bureau of Administration, in coordination with the Fleet Management Council, (a) conduct a study to determine effective mileage and utilization standards for the Department of State's overseas fleet; and (b) develop and implement a plan to address the results of the study.	Bureau of Administration	A/LM is currently reviewing for possible adoption of recommendations made by an independent audit to amend current policies, practices, and procedures to more closely conform to industry norms and best practices where appropriate for overseas fleet operations. Estimated date of completion: FY 2024 Q3.
139	Audit of the Department of State's Unarmored Overseas Motor Vehicle Fleet	AUD-SI-21-13	1/25/2021	OIG recommends that the Bureau of Administration, in coordination with the Fleet Management Council, develop and implement a methodology for posts to use when considering the disposal of an unarmored motor vehicle and codify the methodology in the Foreign Affairs Manual. The methodology should include a quantitative minimum for vehicle age, use, and maintenance costs. The methodology should also require posts to conduct and document a disposal analysis to ensure the vehicle meets the necessary criteria for disposal.	Bureau of Administration	See Recommendation 21 of same audit for the disposal decision methodology and further information needed to close out both Recommendations 20 and 21.
140	Audit of the Department of State's Unarmored Overseas Motor Vehicle Fleet	AUD-SI-21-13	1/25/2021	OIG recommends that the Bureau of Administration complete the development of and implement detailed standard operating procedures to assist posts in completing vehicle disposals and forms. These procedures should include guidance on conducting periodic checks of disposal forms, entering information into the Integrated Logistics Management System, and performing disposal analyses (Recommendation 20).	Bureau of Administration	A/LM's fleet management independent audit developed a procedure to assist posts in evaluating vehicles for potential disposal or replacement. Estimated date of completion: FY 2025 Q1.
141	Audit of the Department of State's Unarmored Overseas Motor Vehicle Fleet	AUD-SI-21-13	1/25/2021	OIG recommends that the Bureau of Diplomatic Security, in coordination with the Bureau of Administration, (a) update any bureau-specific motor vehicle procedures in place to comply with the Foreign Affairs Manual and Bureau of	Bureau of Diplomatic Security	DS updated Emergency Response Vehicle (ERV) guidance in 14 FAM 430 and transmitted 23 STATE 123466, both of which will be reviewed and updated annually. DS also updated 12 FAM 460 and 12 FAH-7 guidance related to Local Guard vehicles. DS anticipates that additional bureau-specific guidance for

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				Administration guidance within 90 days of final report issuance; and (b) establish a process to review and update these procedures, as appropriate, at least annually thereafter.		vehicles assigned to bodyguard programs and surveillance detection programs will be cleared and disseminated in Spring 2024.
142	Management Assistance Report: Continued Deficiencies in Performance of Information Systems Security Officer Responsibilities at Overseas Posts	ISP-21-07	12/11/2020	The Bureau of Global Talent Management, in coordination with the Under Secretary for Management, the Bureaus of Diplomatic Security and Information Resource Management, and the regional bureaus, should conduct an organizational assessment of the information systems security officer program to determine the feasibility of creating full-time overseas positions and implement the results of the assessment with an appropriate reporting structure for those positions.	Office of the Under Secretary for Management	The last compliance update was sent January 2024, which updated the OIG on steps taken by the Under Secretary for Management, the Bureaus of Diplomatic Security and Information Resource Management. IRM aims to establish an additional 20-25 IRM-owned positions, and IRM's Strategic Workforce Planning team and GTM continue to code applicable cyber coding positions to expand expanding the Information Technology Cybersecurity Skills Incentive Agile Program (SIP) IRM and DS are working to enhance and increase collaboration and knowledge-sharing between the two bureaus. With respect to defining roles and responsibilities on ISSO and Regional Cyber Security Officer (RCSO) roles, IRM and DS continue work to better scope roles and responsibilities.
143	(U) Management Assistance Report: The Bureau of Diplomatic Security Did Not Always Conduct Post Security Program Reviews Within Required Timeframes	AUD-SI-21-03	12/3/2020	OIG recommends that the Bureau of Diplomatic Security develop and execute a corrective action plan that implements the recommendations of its evaluation (Recommendation 1).	Bureau of Diplomatic Security	Diplomatic Security's International Programs Directorate (DS/IP) assumes this recommendation will be closed upon the hiring of a fifth Personal Services Contractor (PSC) to support these reviews. DS continues to evaluate and assess all recommendations by GAO and will make appropriate risk-based decisions pending the availability of resources. DS/HTP requested closure of its portion of the recommendation in the last response.
144	Audit of the Department of State Bureau of African Affairs Monitoring and Coordination of the Trans-Sahara Counterterrorism Partnership Program	AUD-MERO-20-42	9/30/2020	OIG recommends that the Bureau of African Affairs establish and implement memoranda of understanding with the Office of Security Cooperation and other partners, as applicable, to describe roles and responsibilities for coordinating, executing, and monitoring Trans-Sahara Counterterrorism Partnership (TSCTP) projects in the countries where TSCTP is implemented, including establishment of a structure for communicating and coordinating in-country.	Bureau of African Affairs	The Bureau of African Affairs (AF) led conversations on this recommendation with AFRICOM and DoD on the margins of the Strategy to Resources Working Group in October 2023. Based on those discussions, AF is drafting a MOU to be coordinated with AFRICOM.

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145	Inspection of Embassy London and Constituent Posts, United Kingdom	ISP-I-20-12	8/10/2020	Embassy London, in coordination with the Bureaus of the Comptroller and Global Financial Services, Global Talent Management, and European and Eurasian Affairs, should implement a plan to fund current liabilities and reduce future liabilities in the locally employed staff defined benefit pension plan in order to comply with local labor law and address long-term funding concerns.	Embassy London	Post continues to confer with the coordinating bureaus and is socializing a path forward. Post is seeking additional legal advice before proceeding.
146	Audit of Selected Internal Controls for the Special Needs Education Allowance	AUD-FM-20-33	6/24/2020	OIG recommends that the Under Secretary for Management develop and publish specific guidance in the Foreign Affairs Manual to clarify guidance on obtaining a medical clearance based on educational needs, as it relates to the Special Needs Education Allowance. At a minimum, the guidance should describe the process to obtain medical clearances for children with special needs.	Office of the Under Secretary for Management	The last compliance update was sent in December 2023. Closure of this recommendation is pending publication of a Foreign Affairs Manual update on medical clearances, expected to be published by February 2024.
147	Audit of Selected Internal Controls for the Special Needs Education Allowance	AUD-FM-20-33	6/24/2020	OIG recommends that the Bureau of Medical Services develop and implement internal policies and procedures to guide the effective use of eMED to document the Special Needs Education Allowance (SNEA) application status. The policies and procedures should ensure accurate, real-time data are available to appropriate Department of State officials.	Bureau of Medical Services	The Bureau of Medical Services' Informatics office continues to work on the development and implementation of a Medical Provider Portal, which will support the administration of SNEA cases. This interim solution is currently estimated to launch in Spring of 2024. SNEA processes are intended to be integrated with the IT program.
148	Inspection of Embassy Dhaka, Bangladesh	ISP-I-20-17	6/12/2020	Embassy Dhaka, in coordination with the Bureau of Overseas Buildings Operations, should complete all elevator repairs needed to obtain a current certificate of use for each elevator, in accordance with Department standards.	Embassy Dhaka	Post and OBO approved the final design concept for the elevator cabs on November 2, 2023. The current project timeline indicated manufacturing and fabrication will begin in mid-November 2023, and installation of elevator #1 will begin in February 2024. Elevator #1 is currently nonfunctioning. When the new cab is installed and certified in May 2024, the contractor will replace the cab in elevator #2. Estimated completion date for the entire project is August 2024.
149	Inspection of Embassy Bern, Switzerland	ISP-I-20-21	5/11/2020	Embassy Bern, in coordination with the Bureau of Overseas Buildings Operations, should provide accommodations for consular applicants in accordance with Department standards.	Bureau of Overseas Buildings Operations	The Bureau of Overseas Buildings Operations expects to award this project for a canopy/covering by the end of June 2024. Post has implemented interim accommodation migration measures for consular applicants.

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149	(U) Audit of Global Engagement Center Federal Assistance Award Management and Monitoring	AUD-MERO-20-26	4/22/2020	OIG recommends that the Global Engagement Center implement to the extent feasible the results of the staffing needs assessment conducted in response to Recommendation 1.	Global Engagement Center	Recommendation 1 was to have Global Talent Management (GTM) complete an organizational assessment of the Global Engagement Center (GEC) to determine staffing needs. GTM estimates it will complete this review in January 2024. GEC cannot move forward on this recommendation until GTM completes the review.
150	Inspection of Embassy Canberra and Constituent Posts, Australia	ISP-I-20-07	2/18/2020	Embassy Canberra, in coordination with the Bureaus of Overseas Buildings Operations and East Asian and Pacific Affairs, should dispose of property numbers R48 and R49 at Kalgoorlie Crescent in accordance with Department guidelines and put up to \$896,849 to better use.	Embassy Canberra	Post continues to work with a local broker to sell the properties. However, with no offers to date, post is also working with OBO to explore the feasibility of renovating/refurbishing the properties to retain in the housing inventory.
151	Inspection of Embassy N'Djamena, Chad	ISP-I-20-02	11/7/2019	The Bureau of Overseas Buildings Operations, in coordination with Embassy N'Djamena and the Bureau of African Affairs, should develop and implement a strategy that prioritizes the disposal of Embassy N'Djamena's excess real property, in order to put funds estimated at \$7.1 million to better use.	Bureau of Overseas Buildings Operations	The Bureau of Overseas Buildings Operations is pursuing several options for the property, including 1) acquiring adjacent properties and combining them with the current property so it can be used more efficiently as a staff housing compound; or 2) swapping the property for a parcel from the host government to construct a staff housing compound. OBO has engaged the host government, but unfortunately, their response time has been protracted. Decommissioning of the property was completed in March 2020. Additionally, in June 2022, OBO selected a broker to market the property and assist with the disposal – if it is determined that the aforementioned options are not feasible or in the Department's best interest.
152	Inspection of the U.S. Mission to the Organization of American States	ISP-I-19-37	9/24/2019	The U.S. Mission to the Organization of American States should implement a records management program in accordance with Department standards.	Office of the U.S. Permanent Representative to the Organization of American States	The Mission is actively working to re-organize the Shared Folder files and is about a third of the way through; the Mission is pushing to complete at least the file re-org by Dec 31, then move onto to electronic retirement and destruction of appropriate files, where necessary.
153	Audit of Monitoring and Evaluating Department of State Foreign Assistance in the Philippines	AUD-MERO-19-39	9/20/2019	OIG recommends that the Office of U.S. Foreign Assistance Resources enforce evaluation policies by developing and implementing an oversight plan to verify that bureaus and offices that are administering foreign assistance funding are implementing and	Office of Foreign Assistance	F is making progress in updating 18 FAM 301.4, in collaboration with its counterpart Bureau of Budget and Planning (BP), to address OIG's recommendation 24. F has developed a timeline and a list of issues for the drafting and solicitation of feedback on 18 FAM 301.4 updates from internal

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				adhering to the Foreign Aid Transparency and Accountability Act of 2016, the Foreign Affairs Manual (18 FAM 301.4), and the corresponding Guidance for the Design, Monitoring and Evaluation Policy at the Department of State, January 2018. This plan should include, at a minimum, a requirement to verify that definitions of “programs” and “large programs” are consistent with the FAM and a requirement to verify that Bureau Evaluation Plans are developed and implemented in accordance with existing guidance and by the established deadlines.		stakeholders. F estimates that the process of editing and clearing the FAM will conclude in September 2024.
154	Inspection of Embassy Nassau, The Bahamas	ISP-I-19-19	8/1/2019	Embassy Nassau should review its unliquidated obligations in accordance with Department guidelines and put up to \$2.3 million to better use.	Embassy Nassau	The Bureau of Western Hemisphere Affairs recently requested OIG close this recommendation. Post has closed out their unliquidated obligations and sent a cable this effect.
155	Inspection of Embassy Paramaribo, Suriname	ISP-I-19-20	7/24/2019	The Bureau of Overseas Buildings Operations, in coordination with Embassy Paramaribo, should address the roof leaks in the new embassy compound and mitigate the resulting health hazards within 180 days.	Bureau of Overseas Buildings Operations	The Bureau of Overseas Buildings Operations and the contractor substantially completed the roof repairs in August 2023. However, there is one punch list item that requires installation of additional materials, which is expected to be completed by the end of January 2024.
156	Inspection of Embassy Port-au-Prince, Haiti	ISP-I-19-18	6/17/2019	The Bureau of Overseas Buildings Operations, in coordination with Embassy Port-au-Prince, should connect the “Stecher-Roumain” housing compound to the local power grid, and put funds of up to \$3.03 million over 5 years to better use.	Bureau of Overseas Buildings Operations	The Bureau of Overseas Buildings Operations (OBO) continues work on connecting the “Stecher-Roumain” housing compound to the local power grid, with an estimated completion date of July 2024.
157	Management Assistance Report: Modernizing Processes to Maintain Overseas Buildings Operations Commissioning Documentation Is Needed	AUD-MERO-19-31	6/13/2019	OIG recommends that the Bureau of Overseas Buildings Operations (1) identify industry best practices for automating commissioning documentation, (2) develop an electronic commissioning platform, and (3) conduct a pilot program using the electronic platform that would allow commissioning tests to be created digitally and test results saved to an online repository.	Bureau of Overseas Buildings Operations	The Bureau of Overseas Buildings Operations completed configurations to Kahua as OBO's electronic commissioning platform in October 2023 and is performing user acceptance testing (UAT), the final software development stage. OBO plans to begin pilot testing in January 2024 prior to launching the Kahua electronic commissioning platform.

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158	Audit of the Bureau of Near Eastern Affairs Selection and Management of Contract Oversight Personnel in Iraq	AUD-MERO-19-10	11/29/2018	OIG recommends that the Bureau of Near Eastern Affairs (a) analyze all contracts for which it assigns Contracting Officer's Representatives and Government Technical Monitors and determine the appropriate level of Federal Acquisition Certification for Contracting Officer's Representatives, the technical expertise, and other qualifications required; (b) document the analysis and determinations; (c) and provide the determinations to the Contracting Officers assigned to those contracts.	Bureau of Near Eastern Affairs	As the Contract Oversight Study goes through the clearance process, NEA continues to refine the document and anticipates final clearance within the next quarter. Upon clearance, NEA will move forward with changes within the program.
159	Audit of the Bureau of Near Eastern Affairs Selection and Management of Contract Oversight Personnel in Iraq	AUD-MERO-19-10	11/29/2018	OIG recommends that the Bureau of Near Eastern Affairs compare Contracting Officer's Representative and Government Technical Monitor nominee qualifications to the analysis conducted for the Bureau's contracts as noted in Recommendation 1 and only nominate those with the necessary technical expertise and level of Federal Acquisition Certification for Contracting Officer's Representatives to oversee the contract and hold contractors accountable for quality and cost performance in accordance with contract terms.	Bureau of Near Eastern Affairs	As the Contract Oversight Study goes through the clearance process, NEA continues to refine the document and anticipates final clearance within the next quarter. Upon clearance, NEA will move forward with changes within the program.
160	Audit of the Bureau of Near Eastern Affairs Selection and Management of Contract Oversight Personnel in Iraq	AUD-MERO-19-10	11/29/2018	OIG recommends that the Bureau of Near Eastern Affairs discontinue the practice of nominating Contracting Officer's Representatives and Government Technical Monitors who do not meet Level III Federal Acquisition Certification for Contracting Officer's Representatives and technical expertise requirements for its contracts or obtain a temporary waiver from the Bureau of Administration, Office of the Procurement Executive, as required by Procurement Information Bulletin No. 2012-15.	Bureau of Near Eastern Affairs	As the Contract Oversight Study goes through the clearance process, NEA continues to refine the document and anticipates final clearance within the next quarter. Upon clearance, NEA will move forward with changes within the program.

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161	Review of Allegations of Improper Passport Seizures at Embassy Sana'a, Yemen	ESP-19-01	10/31/2018	The Bureau of Consular Affairs, Office of Passport Services, in conjunction with the Bureau of Diplomatic Security, should develop centralized, searchable databases to track and manage passport revocation cases, as well as retentions of passports and other documents seized on suspicion of fraud when citizens apply for consular services, or under other circumstances, and to track confiscations of such documents if they are seized on grounds other than retention authority.	Bureau of Consular Affairs	The Bureau of Consular Affairs (CA) is accelerating efforts to improve technology infrastructure, implement security controls, modernize legacy applications where possible, and develop new products to help better address our mission goals. CA is early in the requirements-gathering phase of what a new platform would look like and does not yet have a production schedule. CA is actively tracking the requirement for a central database for revoked passports and will evaluate whether the need for either a new database or a solution built into existing functionality. CA is awaiting OIG's review of the latest compliance update.
162	Inspection of the Bureau of Democracy, Human Rights, and Labor's Foreign Assistance Program Management	ISP-I-19-12	10/29/2018	The Bureau of Democracy, Human Rights, and Labor, in coordination with the Bureau of Administration, should finalize a service level agreement clarifying the Bureau of Administration's responsibilities for grants support.	Bureau of Democracy, Human Rights, and Labor	The Bureau of Democracy, Human Rights, and Labor, in coordination with the Bureau of Administration, have a draft service-level agreement in clearance to clarify the Bureau of Administration's responsibilities for grants support. A copy of the final agreement will be shared with the OIG as soon as the agreement is finalized.
163	Audit of the Department of State's Administration of its Aviation Program	AUD-SI-18-59	9/25/2018	OIG recommends that Embassy Lima, Peru, develop and implement a documented nationalization plan with clear goals and attainable objectives for the aviation program.	Embassy Lima	On October 26, 2023, the Minister of the Interior accepted the conditions outlined in the Nationalization Letter of Agreement (LOA). Following this, the Minister of Interior forwarded the Nationalization LOA to the Minister of Foreign Affairs for the next stages of processing. The recent change in the GOP Minister of Foreign Affairs may introduce a potential delay in the signing of the Nationalization Agreement, however post will continue to monitor the situation closely.
164	Audit of Cost Controls Within the Baghdad Life Support Services Contract Food Services Task Order SAQMMA14F0721	AUD-MERO-18-55	8/30/2018	OIG recommends that the Bureau of Near Eastern Affairs incorporate requirements for food services cost controls and a contractor cost control plan into the new worldwide support services contract and develop an acquisition plan that addresses their implementation and comprehensive oversight.	Bureau of Near Eastern Affairs	The contracting officer and program office added cost control measures to the ongoing worldwide support services solicitation with a scheduled award date of December 2023. Those measures include food inventory control coupled with meal planning and production cycles that are consistent with anticipated and actual patron counts. Point of Sale is also incorporated into the solicitation to support meal card swipes linked directly to daily food cost allowances per patron, per swipe. This methodology places more cost control responsibility on the contractor and less on the USG which will fund food costs to the contract based on actual patrons served.
165	Audit of the Bureau of European and Eurasian Affairs Administration and	AUD-CGI-18-50	8/13/2018	OIG recommends that the Bureau of Administration, Office of Logistics Management, Office of Acquisitions Management, develop and implement	Office of Acquisitions Management	The Office of the Procurement Executive, Office of Acquisition Policy, Strategic Communication & Policy Division (A/OPE/OAP/SCPD) is working with Office of Logistics Management, Logistics Systems Division (A/LM/PMP/SYS) to make

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
	Oversight of Selected Contracts and Grants			procedures to verify that Contracting Officers are monitoring Contracting Officer's Representatives files in accordance with Procurement Information Bulletin No. 2014-10.		updates to both Overseas and Domestic eFiling COR checklists to support compliance. A/LM/PMP/SYS and A/OPE/OAP will develop a working group to explore alternative methods to monitor compliance during Quarter 1, FY-24. This working group will look at systematic and manual methods to develop the most feasible solution moving forward. Once the solution has been determined, new milestones and a path forward for completion will be identified and provided.
166	Audit of the Bureau of European and Eurasian Affairs Administration and Oversight of Selected Contracts and Grants	AUD-CGI-18-50	8/13/2018	OIG recommends that the Bureau of Administration, Office of Logistics Management, Office of Acquisitions Management, develop and implement procedures to verify that Contracting Officers are developing quality assurance surveillance plans for all service contracts and monitoring Contracting Officers Representatives adherence to the quality assurance surveillance plans.	Office of Acquisitions Management	The Office of the Procurement Executive, Office of Acquisition Policy, Strategic Communication & Policy Division (A/OPE/OAP/SCPD) is working with Office of Logistics Management Logistics Systems Division (A/LM/PMP/SYS) to finalize the design to incorporate the COR eFile checklist. After review and mark-up of the checklist and system functionality, a new field, Quality Assurance Surveillance Plan (QASP), will be added to the COR eFiling checklist for both Overseas and Domestic eFiling and will associate that new field to an existing file category (Quality Assurance Records). CORs are prompted to respond whether specific reports are required, and the QASP is included in that list. The QASP will be included as a part of the Contract Administration Documents section of the contract eFile. Development and testing of these system updates began in September 2023. The date of execution for this update will be dependent on the software development release schedule in the next fiscal year. Once the changes have been made, tested, and deployed, the final Acquisition Alert will be issued.
167	Audit of the Department of State's Information Technology Configuration Control Board	AUD-IT-17-64	9/27/2017	OIG recommends that the Bureau of Information Resource Management develop and implement guidance for change requests to require and include: (a) minimum testing standards for change requests, (b) instructions that testing be performed in advance of the change request being submitted and that the testing documentation be submitted as part of the change request process, and (c) a clearly defined technical review of the testing documentation that is submitted to verify the documentation complies with minimum standards.	Bureau of Information Resource Management	IRM has established the new Technical Review Board process. This will require individual system owners and Department Information Security Systems Offices to address the minimum testing requirements as required through the A&A Authority To Test (ATT) or upgrades via Security Impact Assessments (SIA).
168	Audit of the Department of State's Information	AUD-IT-17-64	9/27/2017	OIG recommends that the Bureau of Information Resource Management develop and implement	Bureau of Information	IRM updated the IT Change Control Board (ITCCB) Standard Operating Procedures with updated Roles & Responsibilities. The training requirements

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	Technology Configuration Control Board			required, periodic, training for Information Technology Configuration Control Board management and personnel, Bureau Sponsors, Technical Reviewers, Voters, and change request submitters involved in the Information Technology Configuration Control Board process.	Resource Management	outlines training requirements for ITCCB participating members such as management personnel, Bureau sponsors, technical reviewers, voters, and change request submitters involved in the ITCCB process.
169	Evaluation of the Department of State's Security Clearance Process	ESP-17-02	7/19/2017	The Bureau of Diplomatic Security, Office of Personnel Security and Suitability should determine the actual cost of the security clearance work it performs for other Government agencies in order to fully recoup its expended funds, in accordance with the Economy Act and Department policy.	Bureau of Diplomatic Security	DS completed a preliminary analysis of the field investigative component of the security clearance process. DS is continuing to compile associated estimates and projections for both direct and indirect costs to inform a wholistic cost effective model for the overall security clearance process.
170	Aspects of the Invoice Review Process Used by the Bureau of Near Eastern Affairs to Support Contingency Operations in Iraq Need Improvement	AUD-MERO-17-33	3/3/2017	OIG recommends that the Bureau of Near Eastern Affairs, develop reliable, objective, clear, and measurable performance metrics and include these metrics in all current and future Bureau of Near Eastern Affairs Iraq contracts.	Bureau of Near Eastern Affairs	The current contracts remain in place while the requirements for the new contracts are being finalized. The draft of the Performance Requirements Summary (PRS) provided previously is part of the Mission Iraq Support Services (MISS) solicitation, which will result in a follow-on task order award under the Diplomatic Platform Support Services Contract (DiPSS) multiple-award IDIQ. The Bureau of Near Eastern Affairs anticipates the solicitation will be issued, and an estimated award is now expected in the late fall of 2024.
171	Audit of the Oversight of Fuel Acquisition and Related Services Supporting Department of State Operations in Iraq	AUD-MERO-17-16	12/12/2016	OIG recommends that the Bureau of Near Eastern Affairs conduct a study to determine the appropriate numbers of trained, technically experienced, and certified oversight personnel required to oversee the Baghdad Life Support Services and Operations and Maintenance Support Services contracts, to include specific consideration of 2-year assignments, required Federal Acquisition Certification for Contracting Officer's Representatives certification levels, and appointment of additional assistant contracting officer's representatives.	Bureau of Near Eastern Affairs	The study conducted remains in clearance, however, results show that the number of personal service contract CORs/ACORs/GTMs serve for multiple years providing valuable continuity.
172	Audit of the Oversight of Fuel Acquisition and Related Services	AUD-MERO-17-16	12/12/2016	OIG recommends that the Bureau of Near Eastern Affairs use the results of the study from Recommendation 5 to nominate appropriate	Bureau of Near Eastern Affairs	The study conducted remains in clearance, however, results demonstrate that personnel assigned to conduct oversight of the BLiSS and OMSS contracts have the requisite skills to do so. The individual assigned to this position is FAC-COR

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/Embassy	Status and Timeline
	Supporting Department of State Operations in Iraq			personnel so contracting officers with the Bureau of Administration, Office of Logistics Management, Office of Acquisitions Management, can assign qualified oversight personnel for those contracts and task orders.		Level III certified, has more than 15 years of experience in the logistical supply field, which complements the skill sets identified for this position.
173	Audit of the Department of State Travel Card Program	AUD-CGI-16-48	9/27/2016	OIG recommends that the Bureau of the Comptroller and Global Financial Services develop and implement split disbursement procedures as required by the Office of Management and Budget for all Department-issued travel card holders.	Bureau of the Comptroller and Global Financial Services	The latest OIG compliance update is in the clearance process and should be sent to OIG the week of February 9th. CGFS will request that OIG close this recommendation when the split disbursement process has been implemented.
174	Audit of the Department of State Process to Select and Approve Information Technology Investments	AUD-FM-16-31	3/23/2016	OIG recommends that the Bureau of Information Resource Management develop and implement policies and procedures to oversee and enforce requirements for bureaus and offices to avoid duplicative IT investments.	Bureau of Information Resource Management	IRM is updating the Capitol Planning Investment and Control (CPIC) Guide to provide guidance to individual Bureaus on IT Product selection. IRM is establishing a streamlined IT Product Approval process to enable system/functional stakeholders to review existing IT products to avoid duplication as a part of their Analysis of Alternatives before requesting for a new IT Product to be approved. Based on the implementation and codification of the above processes, IRM will request closure of this recommendation to the OIG in the near future.
175	Audit of the Department of State Process to Select and Approve Information Technology Investments	AUD-FM-16-31	3/23/2016	OIG recommends that the Bureau of Information Resource Management, in coordination with the Bureau of Budget and Planning, develop and implement a process to verify that all bureau and office IT investment managers and budget analysts complete the respective training courses related to IT capital planning and reporting that are provided annually.	Bureau of Information Resource Management	The Bureau of Information Resource Management (IRM) provided the last compliance update to OIG in October 2023. IRM is in the process of updating the Capitol Planning Investment Control guide which requires bureaus and offices to submit source documents to support the information entered in iMatrix. Additionally, IRM provided OIG with the SharePoint site that contains the Managers Checklist to show required updates for source documentation training. Based on the implementation and outlined the above processes, IRM will request closure of this recommendation to the OIG.
176	Audit of the Department of State Process to Select and Approve Information Technology Investments	AUD-FM-16-31	3/23/2016	OIG recommends that the Bureau of Information Resource Management, in coordination with the Bureau of Budget and Planning, develop and implement a process to validate the completeness of the data in iMatrix. At a minimum, this process should include an analysis of IT expenditures in the	Bureau of Information Resource Management	IRM maintains a checklist of required quarterly updates of IT investment information in iMatrix. IRM also routinely assesses the completeness of information in iMatrix using analytical methods. These accuracy checks include, but are not limited to, a review of IT expenditures in comparison to reported budgets. IRM routinely meets with bureaus to discuss the completeness and accuracy of information in iMatrix. This process is codified in the Department's updated CPIC Guide. Based on the implementation and codification of the above

	OIG Report Title	OIG Report Number	Publicly Released	Recommendation	Bureau/ Embassy	Status and Timeline
				financial management system to ensure expenditures are reported in iMatrix, as needed.		processes, IRM will request closure of this recommendation to the OIG in the near future.
177	Audit of the Department of State Process to Select and Approve Information Technology Investments	AUD-FM-16-31	3/23/2016	OIG recommends that the Bureau of Information Resource Management, in coordination with the Bureau of Budget and Planning, develop and implement a process to validate the accuracy of data in iMatrix. This could include developing and implementing analytical procedures to identify anomalies in iMatrix data.	Bureau of Information Resource Management	IRM maintains a checklist of required quarterly updates of IT investment information in iMatrix. IRM also routinely assesses the validity of information in iMatrix using analytical methods. These accuracy checks include, but are not limited to, a review of IT expenditures in comparison to reported budgets. IRM routinely meets with bureaus to discuss the completeness and accuracy of information in iMatrix. This process is codified in the Department's updated CPIC Guide and referenced on IRM's SharePoint site. Based on the implementation and codification of the above processes, IRM will request closure of this recommendation to the OIG in the near future.
178	Audit of the Department of State Process to Select and Approve Information Technology Investments	AUD-FM-16-31	3/23/2016	OIG recommends that the Bureau of Information Resource Management develop and implement a process to verify that bureaus and offices are submitting source documents to support the information entered into iMatrix in accordance with the policy developed that requires bureaus and offices to submit source documents that support the information entered into iMatrix.	Bureau of Information Resource Management	IRM maintains a mandatory checklist for required information to be submitted in iMatrix. The checklist outlines requirements for source documentation. IRM validates source documentation exists for IT investments as part of the Capital Planning and Investment Control (CPIC) CIO IT Evaluations (CITE). This process is codified in the Department's updated CPIC Guide and referenced on IRM's SharePoint site. Based on the implementation and codification of the above processes, IRM will request closure of this recommendation to the OIG in the near future.

U.S. Agency for International Development

Status of Open Government Accountability (GAO) Recommendations

Fiscal Year 2025

#	GAO Report Title	GAO Report Number	Publicly Released	Recommendation	Bureau	Status and Timeline
1	Micro, Small, and Medium-Sized Enterprise Development: USAID Needs to Develop a Targeting Process and Improve the Reliability of Its Monitoring	GAO-21-269	3/20/2021	Recommendation 1. The USAID Administrator should direct the Private Sector Engagement Hub or other appropriate entity to establish a method to identify the total funding subject to the WEEE Act's requirements in order to develop a process that provides reasonable assurance of compliance with the Act's requirements for targeting assistance to the very poor and women.	DDI/E3	Revised final action target date 1/30/24. The 2022 MSME Results Report sent to GAO was not able to include data consistent with the recommendations; therefore, GAO would like to wait to see the final revisions to the 219 ADS and 2024's report to see the finalized processes before GAO can close the recommendations.
2	Micro, Small, and Medium-Sized Enterprise Development: USAID Needs to Develop a Targeting Process and Improve the Reliability of Its Monitoring	GAO-21-269	3/20/2021	Recommendation 2. The USAID Administrator should direct the Private Sector Engagement Hub or other appropriate entity to provide information and guidance to bureaus and missions on their roles in meeting the agency's targeting requirement regarding the very poor.	DDI/E3	Target date 9/30/24. Upon publication of the completed ADS 219, USAID will submit a closure request. ADS chapters take between 6-9 months to clear. Our goal is to publish the chapter on the worldwide MSME day on June 27, 2024. Therefore, we expect closure by 9/30/24.
3	Micro, Small, and Medium-Sized Enterprise Development: USAID Needs to Develop a Targeting Process and Improve the Reliability of Its Monitoring	GAO-21-269	3/20/2021	Recommendation 3. The USAID Administrator should direct the Private Sector Engagement Hub or other appropriate entity to establish a definition for enterprises owned, managed, and controlled by women in order to develop a process that provides reasonable assurance of compliance with the WEEE Act's requirements for targeting assistance to small and medium-sized enterprises owned, managed, and controlled by women	DDI/E3	Target date 9/30/24. Upon publication of the completed ADS 219, USAID will submit a closure request. ADS chapters take between 6-9 months to clear. Our goal is to publish the chapter on the worldwide MSME day on June 27, 2024. Therefore, we expect closure by 9/30/24
4	Micro, Small, and Medium-Sized Enterprise Development: USAID Needs to Develop a Targeting Process and	GAO-21-269	3/20/2021	Recommendation 4. The USAID Administrator should direct the Private Sector Engagement Hub or other appropriate entity to disaggregate MSME data to distinguish among micro, small, and medium-sized enterprises in order to develop a process that	DDI/E3	Target date 9/30/24. Upon publication of the completed ADS 219, USAID will submit argument closure requests. ADS chapters take between 6-9 months to clear. Our goal is to publish the chapter on the worldwide MSME day on June 27, 2024. Therefore, we expect closure by 9/30/24.

#	GAO Report Title	GAO Report Number	Publicly Released	Recommendation	Bureau	Status and Timeline
	Improve the Reliability of Its Monitoring			provides reasonable assurance of compliance with the WEEE Act's requirements for targeting assistance to small and medium-sized enterprises owned, managed, and controlled by women.		
5	Micro, Small, and Medium-Sized Enterprise Development: USAID Needs to Develop a Targeting Process and Improve the Reliability of Its Monitoring	GAO-21-269	3/20/2021	Recommendation 5. The USAID Administrator should direct the Private Sector Engagement Hub or other appropriate entity to develop a methodology to ensure that it collects data from all relevant missions and bureaus with micro, small and medium-sized enterprise assistance.	DDI/E3	Revised final action target date 1/30/24. The 2022 MSME Results Report sent to GAO was not able to include data consistent with the recommendations; therefore, GAO would like to wait to see the final revisions to the 219 ADS and 2024's report to see the finalized processes before GAO can close the recs.
6	Micro, Small, and Medium-Sized Enterprise Development: USAID Needs to Develop a Targeting Process and Improve the Reliability of Its Monitoring	GAO-21-269	3/20/2021	Recommendation 6. The USAID Administrator should direct the Private Sector Engagement Hub or other appropriate entity to take steps to ensure the reliability of the micro, small, and medium-sized enterprise assistance data reported to Congress.	DDI/E3	Revised final action target date 1/30/24. The 2022 MSME Results Report sent to GAO was not able to include data consistent with the recommendations; therefore, GAO would like to wait to see the final revisions to the 219 ADS and 2024's report to see the finalized processes before GAO can close the recs.
7	Information and Communications Technology: Federal Agencies Need to Take Urgent Action to Manage Supply Chain Risks	GAO-21-164SU-4 (Public version 21-171)	7/20/2020	Recommendation 5. The Administrator of the U.S. Agency for International Development (USAID) should take the following actions: Establish a process to conduct an ICRM review of a potential supplier prior to awarding a contract or issuing an order to that supplier for ICT products and services.	CIO	Revised final action target date 3/15/24. The Office of General Counsel (GC) has requested that the Management, Chief Information Office (M/CIO) make revisions and updates to the standard operating procedure (SOP). M/CIO will require an additional period of time to work with GC on discussing the needed changes to the SOP.
8	Information and Communications Technology: Federal Agencies Need to Take Urgent Action to Manage Supply Chain Risks	GAO-21-164SU-5 (Public version 21-171)	7/20/2020	Recommendation 6. The Administrator of the U.S. Agency for International Development (USAID) should take the following actions: Develop ICT SCRM requirements for inclusion in contracts that are tailored to the type of contract and business needs.	CIO	Revised final action target date 3/15/24. The Office of General Counsel (GC) has requested that the Management, Chief Information Office (M/CIO) make revisions and updates to the standard operating procedure (SOP). M/CIO will require an additional period of time to work with GC on discussing the needed changes to the SOP.

#	GAO Report Title	GAO Report Number	Publicly Released	Recommendation	Bureau	Status and Timeline
9	Global Food Security: Improved Monitoring Framework Needed to Assess and Report on Feed the Future Performance	GAO-21-548	8/31/2021	Recommendation 1. The Administrator of USAID, in consultation with FTF partner agencies, should establish quantifiable and measurable performance goals for the initiative to assess progress toward FTF's strategic objectives and overarching goal.	RFS	USAID submitted this closure request to GAO on 7/6/23. GAO normally takes between 2-3 months to review supporting documentation and officially close-out a recommendation or request additional documentation prior to closure approval; therefore, USAID is following up with GAO on the status of this recommendation since it remains open as of 1/5/24.
10	Global Food Security: Improved Monitoring Framework Needed to Assess and Report on Feed the Future Performance	GAO-21-548	8/31/2021	Recommendation 2. The Administrator of USAID, in consultation with FTF partner agencies, should (1) evaluate and revise, as necessary, which indicators should be required as applicable as performance indicators across the initiative to include only those that are used for FTF-wide performance monitoring; and (2) clearly and specifically explain the linkage of those FTF-wide indicators to the initiative's performance goals and strategic objectives.	RFS	USAID submitted the closure to GAO on 6/1/23. GAO normally takes between 2-3 months to review supporting documentation and officially close-out a recommendation or request additional documentation prior to closure approval; therefore, USAID is following up with GAO on the status of this recommendation since it remains open as of 1/5/24.
11	Global Food Security: Improved Monitoring Framework Needed to Assess and Report on Feed the Future Performance	GAO-21-548	8/31/2021	Recommendation 3. The Administrator of USAID, in consultation with FTF partner agencies, should establish FTF-wide targets for FTF-wide performance indicators required as applicable across the initiative	RFS	USAID submitted this closure request to GAO on 7/6/23. GAO normally takes between 2-3 months to review supporting documentation and officially close-out a recommendation or request additional documentation prior to closure approval; therefore, USAID is following up with GAO on the status of this recommendation since it remains open as of 1/5/24.
12	Global Food Security: Improved Monitoring Framework Needed to Assess and Report on Feed the Future Performance	GAO-21-548	8/31/2021	Recommendation 4. The Administrator of USAID should describe in the Progress Snapshot and Strategy Implementation reports how performance data included in those reports align with and can be used to assess progress toward FTF's performance goals and strategy.	RFS	New revised final action target date 12/1/24. Due to the timing of the Progress Snapshot and Implementation Report Delivery, commentary on these new goals will not be published until the next iterations of these reports are published during the last quarter of FY24.
13	Global Food Security: Improved Monitoring Framework Needed to	GAO-21-548	8/31/2021	Recommendation 5. The Administrator of USAID should, in the Progress Snapshot and Strategy Implementation reports, (1) include	RFS	USAID submitted the closure request to GAO on 12/6/23 for action. GAO normally takes between 2-3 months to review supporting documentation and officially close-out a recommendation or request additional documentation

#	GAO Report Title	GAO Report Number	Publicly Released	Recommendation	Bureau	Status and Timeline
	Assess and Report on Feed the Future Performance			performance targets for all performance indicators included in the reports so these data can be used to meaningfully demonstrate progress or performance gaps, and (2) discuss planned actions for unmet performance targets.		prior to closure approval; therefore, USAID will follow up on the status of this recommendation in March 2024.
14	Global Food Security: Improved Monitoring Framework Needed to Assess and Report on Feed the Future Performance	GAO-21-548	8/31/2021	Recommendation 6. The Administrator of USAID should clearly state in the Progress Snapshot and Strategy Implementation reports the limitations of FTF impact indicator data, such as data on poverty and stunting.	RFS	USAID submitted the closure request to GAO on 12/6/23 for action. GAO normally takes between 2-3 months to review supporting documentation and officially close-out a recommendation or request additional documentation prior to closure approval; therefore, USAID will follow up on the status of this recommendation in March 2024.
15	Federal Personal Property: Better Internal Guidance and More Action from GSA are Needed to Help Agencies Maximize Use of Excess	GAO-22-104626	6/28/2022	Recommendation 1. The Administrator of the U.S. Agency for International Development should ensure that internal guidance on considering excess personal property incorporates, at a minimum, relevant roles and responsibilities, when it is practicable to check for and obtain excess property, and how to evaluate the suitability of excess property for meeting agency needs.	MS	New final action target date changed to 1/30/2024. The original target date was 4/1/2023 but had to have several extension dates due to programming, additional constraints and modernization of the existing system.
16	Global Food Security: Coordination of U.S. Assistance Can Be Improved	GAO-22-104612	6/1/2022	Recommendation 1. The Administrator of USAID should ensure that the country coordinator at the U.S. mission in each GFSS target country takes steps to ensure that all relevant U.S. agencies are included in the planning and coordination of food security assistance.	Security	USAID submitted this closure request to GAO on 9/19/23. GAO normally takes between 2-3 months to review supporting documentation and officially close-out a recommendation or request additional documentation prior to closure approval; therefore, USAID is following up with GAO on the status of this recommendation since it remains open as of 1/5/24.
17	Global Food Security: Coordination of U.S. Assistance Can Be Improved	GAO-22-104612	6/1/2022	Recommendation 2. The Administrator of USAID should work with other participants in the GFSS Interagency to establish a mechanism, such as a shared database, to ensure that each	Security	USAID submitted this closure request to GAO on 9/19/23. GAO normally takes between 2-3 months to review supporting documentation and officially close-out a recommendation or request additional documentation prior to closure approval; therefore, USAID is following up with GAO on the status of this recommendation since it remains open as of 1/5/24.

#	GAO Report Title	GAO Report Number	Publicly Released	Recommendation	Bureau	Status and Timeline
				agency has ready access to information about the other agencies' current and planned U.S. global food security assistance		

U.S. Agency for International Development

Status of Open Office of Inspector General (OIG) Recommendations

Fiscal Year 2025

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
1	Financial Audit of USAID Resources Managed by Farmers Union of Malawi Under Cooperative Agreement 72061219CA00004, December 1, 2019, to September 30, 2021	4-612-22-096-R-1	9/20/2022	We recommend that USAID/Malawi determine the allowability of \$52,108 in questioned costs (\$19,485 ineligible, \$32,623 unsupported) on pages 24 and 29 of the audit report and recover any amount that is unallowable.	BUREAU FOR AFRICA	USAID/Malawi has been working with the recipient FUM on recovering \$31,581 in sustained unsupported questioned costs. Delays occurred in collection. To date, Farmers Union of Malawi (FUM) reimbursed \$23,691 to USAID/Malawi. Collection of the remaining \$7,890 (\$31,581 less \$23,691) in sustained unsupported questioned costs. The target collection date is January 31, 2024.
2	Financial Audit of USAID Resources Managed by SANRU ASBL in the Democratic Republic of the Congo Under Cooperative Agreement 72066020CA00003, October 1, 2020, to September 30, 2021	4-660-23-008-R-1	10/24/2022	We recommend that USAID/Democratic Republic of the Congo determine the allowability of \$69,786 in ineligible questioned costs on pages 13 and 14 of the audit report and recover any amount that is unallowable.	BUREAU FOR AFRICA	This audit has been significantly delayed. Then, the Implementing Partner (SANRU) provided additional supporting documents to validate a reduction in the unallowable costs. 1. Remaining corrective action - Repayment of the unallowed cost. 2. Final Action Target Date extended to 3/31/2024.
3	Financial Audit of the Gomal Zam Dam Command Area Development Project in Pakistan Managed by the Government of Khyber Pakhtunkhwa Agriculture, Livestock and Cooperatives Department, Grant 391 DOA GZDCADP 001 001, July 1, 2020, to	5-391-22-023-R-1	9/7/2022	We recommend that USAID/Pakistan determine the allowability of \$2,337,335 in questioned costs (ineligible) as detailed in Findings 4.1.2, 4.2.3, 4.3.1, 4.3.2, 4.3.3, and 4.4.1 on pages 23-30 of the audit report and recover any amount that is unallowable.	BUREAU FOR ASIA	A revised management decision which was accepted by the RIG in Nov 2023. The Final Action Target date is Jan 31, 2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
	June 30, 2021					
4	Financial Audit of USAID Resources Managed by Brams d.o.o. for the USAID Alliance for Agribusiness Development, Grant Agreement AID-168-G-15-00001, May 18, 2015, to December 31, 2015	8-168-20-012-R-1	10/24/2019	USAID/Bosnia and Herzegovina's agreement officer determine the allowability of \$272, 885 in questioned costs (\$241 ineligible and \$272,644 unsupported) on pages 10 and 14 of the audit report and recover any amount that is unallowable.	BUREAU FOR EUROPE AND EURASIA	"Under the revised management decision, acknowledged by USAID OIG Middle East and Eastern Europe on Dec 03, 2020, USAID/Bosnia and Herzegovina signed an Installment Payment Agreement with Brams specifying the sustained amount of \$202,000 and the repayment period of 36 months, with the first installment starting December 1, 2020. The final action target date is December 1, 2023. In 2023 BRAMS started experiencing some financial difficulties and approached USAID/Bosnia and Herzegovina with a request to revise the Installment Payment Agreement, by reducing monthly installments and extending the final due date for a year. USAID/Bosnia and Herzegovina is currently reviewing the request. As of September 28,2023, the remaining corrective amount is USD 106,000. The estimated final action date is December 15, 2024."
5	PEPFAR in Africa: USAID Can Take Additional Steps to Improve Controls Over Data Quality	4-936-22-002-P-2	9/14/2022	We recommend that USAID's Bureau for Global Health develop detailed guidance to ensure that Missions document compliance with Agency requirements on how to respond when PEPFAR interagency DQAs are not performed, or reports are not received.	BUREAU FOR GLOBAL HEALTH	CR Sent to OIG Approval 9/28/2023. To date, OIG has not closed the recommendation, APC will continue to follow up with OIG until closed.
6	PEPFAR in Africa: USAID Can Take Additional Steps to Improve Controls Over Data Quality	4-936-22-002-P-3	9/14/2022	We recommend that USAID's Bureau for Global Health develop detailed guidance to ensure that PEPFAR RDQAs conducted by implementing partners at mission's cross-reference databases to other sources, are provided to the appropriate USAID officials, and include controls for oversight of the process.	BUREAU FOR GLOBAL HEALTH	CR Sent to OIG Approval 9/28/2023. To date, OIG has not closed the recommendation, APC will continue to follow up with OIG until closed.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
7	Weaknesses in Oversight of USAID's Syria Response Point to the Need for Enhanced Management of Fraud Risks in Humanitarian Assistance	8-000-21-001-P-4	3/4/2021	Determine the allowability of \$11,601,969 in questioned costs (\$11,595,045 ineligible and \$6,924 unsupported) and recover funds, as appropriate.	BUREAU FOR HUMANITARIAN ASSISTANCE	The Action Office is in the process of preparing a revised management decision. Expected revised management decision to be completed by December 10, 2023
8	Closeout Audit of the Project "Operation of the Anti-Human Trafficking Halfway Houses, and Mobilizing and Building Capacity of Multi-Stakeholders in Philippine Southern Backdoors and Other Identified Trafficking Hotspots (PORT Project)," USAID/Philippines' Cooperative Agreement No. 492-A-00-05-00024-00, Managed by the Visayan Forum Foundation, Inc. (VFFI), for the Period from September 30, 2005, to December 31, 2011	5-492-13-028-R-1	7/18/2013	USAID/Philippines determine the allowability and recover, as appropriate, questioned costs of \$1,412,114 (\$271,581 ineligible and \$1,140,533 unsupported) detailed on pages 2 of this memorandum.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is under active collection process at Treasury. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
9	Closeout Audit of the Project "Operation of the Anti-Human Trafficking Halfway Houses, and Mobilizing and Building Capacity of Multi-Stakeholders in Philippine Southern Backdoors and Other Identified Trafficking Hotspots (PORT Project)," USAID/Philippines' Cooperative Agreement No. 492-A-00-05-00024-00, Managed by the Visayan Forum Foundation, Inc. (VFFI), for the Period from September 30, 2005, to December 31, 2011	5-492-13-028-R-2	7/18/2013	USAID/Philippines determine the allowability and recover, as appropriate, questioned cost-sharing contributions of \$671,298 (unsupported) and a shortfall in cost-sharing contributions of \$38,468 (ineligible) detailed in Finding No. 2 on pages 8 of the report.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is under active collection process at Treasury. Estimated revised final action date is 12/31/2024.
10	Report on Financial Closeout Audit of USAID Resources Managed by the Rural Justice Center Field Office in Haiti Under Grant Agreement No. S21-G-00-09-00028-00 From June 9, 2009, to August 9, 2010	3-521-13-001-N-1	9/16/2013	USAID/Haiti agreement officer determine the reasonableness of \$148,754 in questioned costs incurred for consultants and collect any disallowed amounts from the Rural Justice Center.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is deemed uncollectible due to bankruptcy. Debtor is no longer in business. USAID is preparing to write-off debt. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
11	Report on Financial Closeout Audit of USAID Resources Managed by the Rural Justice Center Field Office in Haiti Under Grant Agreement No. S21-G-00-09-00028-00 From June 9, 2009, to August 9, 2010	3-521-13-001-N-2	9/16/2013	USAID/Haiti agreement officer determine the allowability of \$161,315 in questioned unsupported costs and collect any disallowed amounts from the Rural Justice Center.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is deemed uncollectible due to bankruptcy. Debtor is no longer in business. USAID is preparing to write-off debt. Estimated revised final action date is 12/31/2024.
12	Report on Financial Closeout Audit of USAID Resources Managed by the Rural Justice Center Field Office in Haiti Under Grant Agreement No. S21-G-00-09-00028-00 From June 9, 2009, to August 9, 2010	3-521-13-001-N-3	9/16/2013	USAID/Haiti agreement officer determine the allowability of \$40,000 in questioned costs incurred for legal services and collect any disallowed amounts from the Rural Justice Center.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is deemed uncollectible due to bankruptcy. Debtor is no longer in business. USAID is preparing to write-off debt. Estimated revised final action date is 12/31/2024.
13	Report on Financial Closeout Audit of USAID Resources Managed by the Rural Justice Center Field Office in Haiti Under Grant Agreement No. S21-G-00-09-00028-00 From June 9, 2009, to August 9, 2010	3-521-13-001-N-4	9/16/2013	USAID/Haiti agreement officer determine the allowability of \$23,007 in ineligible questioned costs and collect any disallowed amounts from the Rural Justice Center.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is deemed uncollectible due to bankruptcy. Debtor is no longer in business. USAID is preparing to write-off debt. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
14	Report on Financial Closeout Audit of USAID Resources Managed by the Rural Justice Center Field Office in Haiti Under Grant Agreement No. S21-G-00-09-00028-00 From June 9, 2009, to August 9, 2010	3-521-13-001-N-5	9/16/2013	USAID/Haiti agreement officer determine the allowability of \$10,978 in ineligible questioned costs and collect any disallowed amounts from the Rural Justice Center.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is deemed uncollectible due to bankruptcy. Debtor is no longer in business. USAID is preparing to write-off debt. Estimated revised final action date is 12/31/2024.
15	Report on Financial Closeout Audit of USAID Resources Managed by the Rural Justice Center Field Office in Haiti Under Grant Agreement No. S21-G-00-09-00028-00 From June 9, 2009, to August 9, 2010	3-521-13-001-N-6	9/16/2013	USAID/Haiti agreement officer determine the allowability of the \$93,555 in questioned actual cost over budget and collect any disallowed amounts from the Rural Justice Center.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is deemed uncollectible due to bankruptcy. Debtor is no longer in business. USAID is preparing to write-off debt. Estimated revised final action date is 12/31/2024.
16	Report on Financial Closeout Audit of USAID Resources Managed by the Rural Justice Center Field Office in Haiti Under Grant Agreement No. S21-G-00-09-00028-00 From June 9, 2009, to August 9, 2010	3-521-13-001-N-7	9/16/2013	USAID/Haiti agreement officer determine the allowability of the \$16,291 in questioned costs incurred for grant funds received in excess of costs reported and collect any disallowed amounts from the Rural Justice Center.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is deemed uncollectible due to bankruptcy. Debtor is no longer in business. USAID is preparing to write-off debt. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
17	Southern Africa Enterprise Development Fund, OMB Circular A-133 Audit Report for Fiscal Year Ended September 30, 2012	3-000-14-001-E-1	12/4/2013	USAID/Southern Africa determine the allowability of \$1,109,459 in questioned costs for excess compensation and collect, as appropriate, any disallowed amounts from the Southern Africa Enterprise Development Fund.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with the WFS Division. Debt is deemed uncollectible due to bankruptcy. Debtor is no longer in business. Write off process in Phoenix and the status is pending approval. Estimated revised final action date is 12/31/2024.
18	Southern Africa Enterprise Development Fund, OMB Circular A-133 Audit Report for Fiscal Year Ended September 30, 2012	3-000-14-001-E-3	12/4/2013	USAID/Southern Africa's mission director determines the reasonableness of \$1.3 million in management fees SAEDF paid ICP and collects any amount determined to be unreasonable.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with the WFS Division. Debt is deemed uncollectible due to bankruptcy. Debtor is no longer in business. Write off process in Phoenix and the status is pending approval. Estimated revised final action date is 12/31/2024.
19	Closeout Audit of USAID Resources Managed by Hope Worldwide Nigeria (HWWN) Under the assistance and Care for Children Orphaned and at Risk (ACCORD) Project (Agreement Number AID-620-A-00-08-00111) for the Period March 13, 2008, to October 11, 2013	7-620-15-001-N-1	9/23/2015	USAID/Nigeria determine the allowability of \$5,672,236 in unsupported questioned costs (page 6 of the audit report) and recover from Hope Worldwide Nigeria the amount determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is currently under review with the Department of Justice (DOJ) for further action. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
20	Closeout Audit of USAID Resources Managed by Hope Worldwide Nigeria (HWWN) Under the assistance and Care for Children Orphaned and at Risk (ACCORD) Project (Agreement Number AID-620-A-00-08-00111) for the Period March 13, 2008, to October 11, 2013	7-620-15-001-N-2	9/23/2015	USAID/Nigeria determine the allowability of \$399,198 in ineligible questioned costs (page 6 of the audit report) and recover from Hope Worldwide Nigeria the amount determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is currently under review with the Department of Justice (DOJ) for further action. Estimated revised final action date is 12/31/2024.
21	Closeout Audit of USAID Resources Managed by Hope Worldwide Nigeria (HWWN) Under the assistance and Care for Children Orphaned and at Risk (ACCORD) Project (Agreement Number AID-620-A-00-08-00111) for the Period March 13, 2008, to October 11, 2013	7-620-15-001-N-6	9/23/2015	USAID/Nigeria verify that Hope Worldwide Nigeria liquidate the advances identified on page 4 of the report and recover from Hope Worldwide Nigeria the amount determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is currently under review with the Department of Justice (DOJ) for further action. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
22	Agency Contracted Audit of USAID Resources Managed by Agribusiness in Sustainable Natural African Plant Product (ASNAPP) Under Cooperative Agreement No. AID-611-A-12-00003 for the Period February 8, 2012, Through September 30, 2013	4-611-16-003-N-1	1/26/2016	USAID/Zambia determine the allowability of the \$702,685 in questioned costs (\$6,731 ineligible and \$695,954 unsupported) identified on page 17 of Deloitte & Touche's audit report and recover from the Agribusiness in Sustainable Natural African Plant Product the amounts determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with the WFS Division. Debt has been written off. Collection actions are terminated. Estimated revised final action date is 12/31/2024.
23	Report on Audit of Cost Incurred by DPW Training & Associates, LLC. Under Contract Numbers RLA-C-00-10-00007-00 and AID-OAA-C-10-00125 for the Period January 1, 2011, Through September 30, 2014	3-000-16-006-N-1	3/11/2016	M/OAA/RM/LEMO determine the allowability of the \$2,658,301.45 in unsupported questioned costs and the \$150,668.35 in ineligible questioned costs and collect any amounts determined to be unallowable from the DPW Training & Associates, LLC.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with the WFS Division. Debt is deemed uncollectible due to bankruptcy. Debtor is no longer in business. USAID is preparing to write-off debt. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
24	Closeout Financial Audit of the USAID/Pakistan's Agribusiness Project Managed by the Agribusiness Support Fund, Agreement AID-391-A-12-00001, July 1, 2014, to February 9, 2016	G-391-17-023-R-1	5/11/2017	USAID/Pakistan determine the allowability of ineligible questioned costs of \$192,423 discussed on page 2 of the memorandum and identified on pages 13 and 14 of the audit report and detailed on pages 15-17 and recover from the recipient any amounts determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is under active collection process at Treasury. Estimated revised final action date is 12/31/2024.
25	Audit of USAID Resources Managed by Women and Law in Southern Africa Educational Trust in Zambia Under Agreement 611-A-13-00002, for the Fiscal Year Ended December 31, 2015	4-611-17-124-R-1	7/18/2017	USAID/Zambia determine the allowability of the \$69,856 in ineligible questioned costs identified on page 17 of KPMG's audit report and recover from Women and Law in Southern Africa Educational Trust the amounts determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt has been written off. Collection actions are terminated. Estimated revised final action date is 12/31/2024.
26	Audit of USAID Resources Managed by African Development Solutions in Kenya Under Multiple Agreements, January 1 to December 31, 2014	4-000-17-132-R-1	7/26/2017	M/OAA/CAS/CAM determine the allowability of the \$3,054,996 in questioned costs (\$2,856,719 ineligible and \$198,277 unsupported) identified on pages I-21 and II-1 of Gelman, Rosenberg & Freedman's audit report and the difference between the indirect cost rate charges and the approved rate of 14.41 percent for agreements AID-OFDA-G-13-00165, AID-OFDA-G-13-00145, and AID-623-A-12-00026 on pages I-6 to I-7	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is under active collection with USAID. Payment plan agreement is in place with the debtor. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
				and recover from the African Development Solutions the amounts determined to be unallowable.		
27	Audit of USAID Resources Managed by African Development Solutions in Kenya Under Multiple Agreements, January 1 to December 31, 2014	4-000-17-132-R-2	7/26/2017	DCHA/FFP determine the allowability of the \$101,902 in unsupported questioned costs identified on page I-21 of Gelman, Rosenberg & Freedman's audit report and the difference between the indirect cost rate charges and the approved rate of 14.41 percent for agreement AID-FFP-G-14-00001 on pages I-6 to I-7 and recover from the African Development Solutions the amounts determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is under active collection with USAID. Payment plan agreement is in place with the debtor. Estimated revised final action date is 12/31/2024.
28	Audit of USAID Resources Managed by Agribusiness in Sustainable Natural African Plant Product in Zambia Under Cooperative Agreement AID-611-A-12-00003, October 1, 2013, to September 30, 2014	4-611-17-164-R-1	9/20/2017	USAID/Zambia determine the allowability of the \$8,522 in questioned costs (\$3,275 ineligible and \$5,247 unsupported) identified on pages 14 to 15 of Deloitte & Touche's audit report and recover from Agribusiness in Sustainable Natural African Plant Product the amounts determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with the WFS Division. Debt has been written off. Collection actions are terminated. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
29	Audit of USAID Resources Managed by Agribusiness in Sustainable Natural African Plant Product in Zambia Under Cooperative Agreement AID-611-A-12-00003, October 1, 2014, to September 30, 2015	4-611-17-165-R-1	9/20/2017	USAID/Zambia determine the allowability of the \$156,500 in questioned costs (\$1,697 ineligible and \$154,803 unsupported) identified on pages 14 and 17 of Deloitte & Touche's audit report and recover from Agribusiness in Sustainable Natural African Plant Product the amounts determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with the WFS Division. Debt has been written off. Collection actions are terminated. Estimated revised final action date is 12/31/2024.
30	Closeout Audit of USAID Resources Managed by Agribusiness in Sustainable Natural African Plant Product in Zambia Under Cooperative Agreement AID-611-A-12-00003, October 1, 2015, to February 5, 2016	4-611-17-166-R-1	9/20/2017	USAID/Zambia determine the allowability of the \$463,327 in unsupported questioned costs identified on pages 14 to 15 of Deloitte & Touche's audit report and recover from Agribusiness in Sustainable Natural African Plant Product the amounts determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with the WFS Division. Debt has been written off. Collection actions are terminated. Estimated revised final action date is 12/31/2024.
31	Audit of Incurred Costs for AMEX International, Inc. for the Fiscal Years Ended December 31, 2008, Through 2010	3-000-18-003-I-1	10/30/2017	USAID's Office of Acquisition and Assistance, Cost, Audit and Support determine the allowability of \$3,169,020 in unsupported direct questioned costs and collect any disallowed amounts from AMEX International, Inc. (see pages 2, and 11 through 15 of the report).	BUREAU FOR MANAGEMENT	Part Treasury active collection was in progress, and also to certain extent the division (WFS) was facing resource constraints, which further delayed the research and closure process. Debt is under active collection process at Treasury. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
32	Agency-Contracted Audit of Locally Incurred Costs in USAID Resources Managed by African Development Solutions in Kenya Under Agreement AID-623-A-12-00026, August 14, 2012, to December 31, 2015	4-623-18-001-N-1	11/28/2017	USAID/Kenya and East Africa determine the allowability of the \$17,468,497 in questioned costs (\$15,730,500 ineligible and \$1,737,997 unsupported) identified on pages 10, 11, 20, and 21 of Ernst & Young's audit report and recover from the African Development Solutions the amounts determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with WFS Division. Debtor has spoken with upper management and put a hold on the Treasury. Estimated revised final action date is 12/31/2024.
33	Agency-Contracted Audit of Locally Incurred Costs in USAID Resources Managed by African Development Solutions in Kenya Under Agreement AID-623-A-12-00026, August 14, 2012, to December 31, 2015	4-623-18-001-N-4	11/28/2017	USAID/Kenya and East Africa determine the allowability of \$4,437,040 in unsupported questioned costs based upon Ernst & Young's disclaimer of opinion and recover from the African Development Solutions any amounts determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debtor has spoken with upper management and put a hold on the Treasury. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
34	Closeout Audit of Costs Incurred by Chemonics to Pursue a Peaceful Transition to a Democratic and Stable Syria, Under Award AID-OAA-TO-13-00003, January 7, 2013, to October 6, 2016	3-000-18-008-N-4	2/20/2018	We recommend that USAID's Office of Acquisition and Assistance, Cost Audit and Support Division determine the allowability of the \$5,588,215 in questioned costs identified as unsupported and recover from Chemonics any amounts determined to be unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with the WFS Division. Debt has been written off. Collection actions are terminated. Estimated revised final action date is 12/31/2024.
35	Audit of USAID Resources Managed by Women and Law in Southern Africa Research and Educational Trust in Zambia Under Agreement AID-611-A-13-00002, January 1, 2016, to December 31, 2016	4-611-18-080-R-1	4/16/2018	USAID/Zambia determine the allowability of \$51,870 in questioned costs (\$46,706 ineligible, \$5,164 unsupported) on pages 13 and 15 of the audit report.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt has been written off. Collection actions are terminated. Estimated revised final action date is 12/31/2024.
36	Closeout Financial Audit of USAID Resources Managed by [REDACTED] Under Multiple Agreements, October 1, 2012, to June 26, 2018	4-613-19-004-N-1	12/18/2018	USAID/Zimbabwe determine the allowability of \$648,515 in questioned costs (\$277,171 ineligible, \$371,344 unsupported) identified on page 15 to 18 of the audit report and recover any amount that is unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is currently under review with the Department of Justice (DOJ) for further action. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
37	Closeout Financial Audit of USAID Resources Managed by [REDACTED] in Zimbabwe Under Agreement AID-613-A-12-00009, January 1, 2013, to June 26, 2018	4-613-19-006-N-1	12/19/2018	USAID/Zimbabwe determine the allowability of \$358,240 in ineligible questioned costs on pages 11, 13, and 15 of the audit report and recover any amount that is unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is currently under review with the Department of Justice (DOJ) for further action. Estimated revised final action date is 12/31/2024.
38	Closeout Financial Audit of USAID Resources Managed by [REDACTED] in Zimbabwe Under Agreement AID-613-A-12-00009, January 1, 2013, to June 26, 2018	4-613-19-006-N-4	12/19/2018	USAID/Zimbabwe determine the allowability of \$224,200 in ineligible questioned costs pertaining to accrued leave and termination benefits and take appropriate actions regarding any amount that is unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is currently under review with the Department of Justice (DOJ) for further action. Estimated revised final action date is 12/31/2024.
39	Financial Closeout Audit of USAID Resources Managed by Tanzania Council for Social Development in Tanzania Under Grant Agreement AID-621-G-14-00005, July 1, 2015, to December 9, 2017	4-621-19-044-R-1	2/12/2019	USAID/Tanzania determine the allowability of \$243,662 in questioned costs (\$7,415 ineligible and \$236,247 unsupported) on pages 11, 14, and 17 of the audit report and recover any amount that is unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is under active collection process at Treasury. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
40	Fund Accountability Statement Closeout Audit of Business Startup Center Bitola, Business Without Borders Project in Macedonia, Cooperative Agreement AID-165-A-00-11-00104, December 28, 2010, to November 7, 2014	8-165-19-008-N-1	3/24/2019	USAID/North Macedonia determine the allowability and collect as appropriate, \$211,456 (\$4,323 ineligible, and \$207,133 unsupported), unliquidated advances, and any excess cash, as detailed in pages 23-28 and the transmittal letter of BDO's report.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Relisted as an active debtor, collection efforts will resume. Estimated revised final action date is 12/31/2024.
41	Fund Accountability Statement Closeout Audit of Business Startup Center Bitola, Business Without Borders Project in Macedonia, Cooperative Agreement AID-165-A-00-11-00104, December 28, 2010, to November 7, 2014	8-165-19-008-N-2	3/24/2019	USAID/North Macedonia's determine the allowability and collect as appropriate, the shortfall amount of \$30,516, as detailed in page 11 of BDO's report.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Relisted as an active debtor, collection efforts will resume. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
42	Financial Audit of the Costs Incurred by Echo West Under Multiple Task Orders in Pakistan, February 27, 2015, to March 2, 2016	5-391-19-001-N-1	4/26/2019	Determine the allowability of \$518,700 in questioned costs (\$27,047 ineligible and \$491,653 unsupported) identified on page 25, and further detailed on pages 26-27 of the audit report and recover any amount that is unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt has been relisted to the treasury. Estimated revised final action date is 12/31/2024.
43	Financial Audit of USAID Resources Managed by Christian Aid in Multiple Countries Under Multiple Awards, April 1, 2017, to March 31, 2018	4-615-19-121-R-3	8/7/2019	OAA/CAS/CAM determine the allowability of \$193 in unsupported questioned costs on pages 19 and 21 of the audit report and recover any amount that is unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is under active collection process at Treasury. Estimated revised final action date is 12/31/2024.
44	Financial Audit of USAID Resources Managed by African Development Solutions in Multiple Countries Under Multiple Awards, January 1, 2015, to December 31, 2016	4-000-19-129-R-1	9/26/2019	M/OAA/CAS/CAM determine the allowability of \$2,516,933 in ineligible questioned costs on page 19 of the audit report and recover any amount that is unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is under active collection with USAID. Payment plan agreement is in place with the debtor. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
45	Financial Closeout Audit of USAID Resources Managed by African Development Solutions in Kenya Under Agreement AID-623-A-12-00026, January 1, 2016, to February 28, 2017	4-623-19-016-N-1	9/27/2019	USAID/Kenya and East Africa determine the allowability of \$1,089,453 in ineligible questioned costs on page 17 of the audit report and recover any amount that is unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with the WFS Division. Debt is under active collection process at Treasury. Estimated revised final action date is 12/31/2024.
46	Performance Audit Report on the Adequacy of Integra Government Services International's Accounting System Administration	3-000-20-003-I-1	11/26/2019	USAID's Office of Acquisition and Assistance, Cost, Audit and Support Division verify that Integra Government Services International, LLC corrects Finding No. 1, detailed on pages 7 through 9 of the audit report.	BUREAU FOR MANAGEMENT	FATD updated. Contractor remains delinquent. Continuing to work with GC and upper management on resolving the issues. Contractor is also delinquent on incurred cost submissions for fiscal years 2019,2020, 2021. Final action target date is 12/31/2024.
47	Financial Closeout Audit of USAID Resources Managed by Biocarbon Partners Limited in Zambia Under Cooperative Agreement AID-611-A-14-00001, January 1, 2018, to January 31, 2019	4-611-20-004-N-1	1/30/2020	USAID/Zambia determine the allowability of \$1,192,504 in questioned costs (\$14,127 ineligible, \$1,178,377 unsupported) on pages 13 and 16 of the audit report and recover any amount that is unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is under active collection process at Treasury. Estimated revised final action date is 12/31/2024.
48	Financial Closeout Audit of USAID Resources Managed by Biocarbon Partners Limited in Zambia Under Cooperative	4-611-20-004-N-2	1/30/2020	USAID/Zambia determine the allowability of \$1,063,630 in questioned cost sharing costs contributions (\$40,346 ineligible, \$1,023,284 unsupported) on page 69 of the audit report and recover any amount	BUREAU FOR MANAGEMENT	Vendor appealed, Treasury active collection was in progress, also the division (WFS) resource constraint. Debt is under active collection process at Treasury.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
	Agreement AID-611-A-14-00001, January 1, 2018, to January 31, 2019			that is unallowable.		Estimated revised final action date is 12/31/2024
49	USAID Needs to Improve Policy and Processes to Better Protect Information Accessed on Personal Devices	A-000-20-006-P-3	6/19/2020	USAID's Chief Information Officer Conduct a risk-assessment for Agency staff using personal devices to access the external cloud system and determine what actions Agency officials need to take to mitigate any identified risks. This includes updating relevant policies to reflect the acceptable use of personal devices consistently as deemed appropriate by management and providing training to staff on those new policies.	BUREAU FOR MANAGEMENT	M/CIO requested an extension until January 31, 2024, because it is adding two new components (Netskope/CASB and BYOD Policy) to Cloud Access Security Broker that was not included in the initial management decision. Adding these new components require additional time to complete. Final action target date is 1/31/2024.
50	Closeout Audit of Aman Institute for Vocational Training's Management of the Karachi Youth Workforce Development Project in Pakistan, Cooperative Agreement AID-391-A-15-00005, July 1, 2018, to September 30, 2019	5-391-20-053-R-1	6/23/2020	USAID/Pakistan: Determine the allowability of \$41,525 in questioned costs (ineligible) on pages 11 and 12 of the audit report and recover any amount that is unallowable.	BUREAU FOR MANAGEMENT	Vendor appealed; Treasury active collection effort was in progress. There was also a resource constraint with the WFS Division. Debt is under active collection process at Treasury. Estimated revised final action date is 12/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
51	USAID Generally Implemented an Effective Information Security Program for Fiscal Year 2020 in Support of FISMA	A-000-21-004-C-2	1/7/2021	USAID's Chief Information Officer should collaborate with the Office of Human Capital and Talent Management to document and implement a process to verify that separated employees, accounts are disabled in a timely manner in accordance with Agency policy.	BUREAU FOR MANAGEMENT	M/CIO requested an extension until January 2024 to obtain the required clearances and give sufficient time to the stakeholders to review the closure package. Final action target date is 1/31/2024.
52	Audit Report on Integra Government Services Internationals Proposed Amounts on Unsettled Flexibly Priced USAID Agreements for the Fiscal Years Ended December 31, 2016, and 2017	3-000-21-004-D-2	1/19/2021	We recommend that USAID/Management/Office of Acquisition and Assistance/Cost, Audit and Support Division verify that Integra Government Services International, LLC corrects the 10 instances of material noncompliance detailed on page 4 of the audit report.	BUREAU FOR MANAGEMENT	The recipient is unresponsive and has refused to provide any information to correct the audit identified internal control weakness, or provide required incurred cost submissions, for FY 2019-2022. Continuing to work with GC and/or other offices for remedies/resolutions. The final action target date is 2/1/24.
53	Award Planning and Oversight Weaknesses Impeded Performance of USAID's Largest Global Health Supply Chain Project	9-000-21-004-P-1	3/25/2021	Revise policy to clarify the role and the extent of involvement of the contracting officer on a project design team to ensure compliance with the Federal Acquisition Regulation.	BUREAU FOR MANAGEMENT	Agency policy update in comment period. Expect an update to be issued in Feb. 2024. Final action target date is 3/31/2024.
54	Award Planning and Oversight Weaknesses Impeded Performance of USAID's Largest Global Health Supply Chain Project	9-000-21-004-P-2	3/25/2021	Develop and implement guidance outlining the minimum supporting documentation required for key decisions influencing the design of an award.	BUREAU FOR MANAGEMENT	Agency policy update in comment period. Expect an update to be issued in Feb. 2024. Final action target date is 3/31/2024.

#	OIG Report Title	OIG Report number	Publicly Released	Recommendation	Bureau	Status and Timeline
55	Award Planning and Oversight Weaknesses Impeded Performance of USAID's Largest Global Health Supply Chain Project	9-000-21-004-P-3	3/25/2021	Develop and implement guidance to help prepare risk assessments, mitigation plans, and plans during project design that take into account the consequences of failing to achieve goals in accordance with the Federal Acquisition Regulation.	BUREAU FOR MANAGEMENT	Agency policy update in comment period. Expect an update to be issued in Feb. 2024. Final action target date is 3/31/2024.
56	Award Planning and Oversight Weaknesses Impeded Performance of USAID's Largest Global Health Supply Chain Project	9-000-21-004-P-5	3/25/2021	Develop and implement guidance to help evaluate proposed management information systems by verifying system capabilities, such as by requesting case studies.	BUREAU FOR MANAGEMENT	Corrective action completed. Closure request in clearance. Final action target date is 1/31/2024.
57	Award Planning and Oversight Weaknesses Impeded Performance of USAID's Largest Global Health Supply Chain Project	9-000-21-004-P-7	3/25/2021	Develop and implement guidance to help operating units develop timelines for pre-procurement and procurement activities so that operating units understand the time requirements for steps in the procurement process.	BUREAU FOR MANAGEMENT	Agency policy update in comment period. Expect an update to be issued in Feb. 2024. Final action target date is 3/31/2024.
58	USAID Was Not on Track to Achieve Performance and Cost Savings Goals for the Development Information Solution System.	A-000-21-001-U-3	5/6/2021	Develop and implement a process to validate the data between Foreign Assistance Coordination and Tracking System Info and the Development Information Solution system to maximize its value per GAO's Agile Assessment Guide.	BUREAU FOR MANAGEMENT	M/CIO has largely completed actions to develop a data validation plan to address the "development" requirement specified by the Recommendation and Management Decision but requires additional time to utilize an approach that best documents and verifies the implementation of that plan. M/CIO requires additional time to coordinate with the DIS performance management business owner, to define an alternate approach to mitigating OIG's concerns about data consistency between the State's FACTS INFO system and USAID's DIS. The most recently concluded validation exercise in support of the corrective plan of action placed a high burden on the participating Operating Units and did not yield optimal value due to the intentional differences in concept of operations, business processes and data structures underlying the two systems. M/CIO is focused currently on strategizing on an alternate approach which would yield more valuable

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						results to tangibly document and verify the implementation of the data validation process between the two systems. Final action target date is 3/31/2024.
59	USAID Should Implement Additional Controls to Prevent and Respond to Sexual Exploitation and Abuse of Beneficiaries	9-000-21-006-P-2	5/12/2021	Standardize acquisition and assistance award requirements to include (a) codes of conduct specific to sexual exploitation and abuse for all implementers and (b) requirements for implementers to review and certify that sub implementers establish sexual exploitation and abuse-related internal controls and codes of conduct.	BUREAU FOR MANAGEMENT	Per email dated June 30, 2023, USAID incorporated a new provision into awards with PIOs to include protections from sexual exploitation and abuse and sexual harassment in May 2021. For the assistance provision, USAID submitted its final Paperwork Reduction Act package to OMB in June 2023 and expects that it will be published no later than September 30, 2023. Additionally, USAID submitted a business case to the FAR Council to establish government-wide coverage on exploitation, sexual abuse, and child abuse and/or neglect in April 2022, and received a response declining to take it up in September 2022. Since the FAR Council declined to take up the case, the Agency is pursuing rulemaking to incorporate the clause and related policy requirements into the Agency for International Development Acquisition Regulations (AIDAR) Final Action Target Date is June 30, 2024.
60	USAID Should Implement Additional Controls to Prevent and Respond to Sexual Exploitation and Abuse of Beneficiaries	9-000-21-006-P-3	5/12/2021	Issue guidance to Agency staff on roles and responsibilities for assessing implementers internal controls designed to protect beneficiaries from sexual exploitation and abuse when conducting pre-award risk assessments.	BUREAU FOR MANAGEMENT	M/MPBP says that ongoing changes to the draft PSEA SOPs and intra-Agency discussions around the scope of the ADS chapter on safeguarding have affected the timeline for finalizing the draft ADS. With the SOPs now moving into clearance and more clarity on Agency safeguarding equities, work to complete the draft ADS chapter can now resume. Final Action Target Date is June 30, 2024.
61	USAID Should Implement Additional Controls to Prevent and Respond to Sexual Exploitation and Abuse of Beneficiaries	9-000-21-006-P-4	5/12/2021	Issue guidance to implementers on information they must provide to USAID pursuant to the new pre-award risk assessment requirement that includes measures to protect beneficiaries from sexual exploitation	BUREAU FOR MANAGEMENT	The RSC Division has partially completed this recommendation, as the standard provision with the Compliance Plan has been incorporated into the ADS. The RSC will include additional guidance on Implementation Considerations in the Partner Toolkit, which is in its final clearance. FATD: 1/15/2024.

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				and abuse.		
62	USAID Should Implement Additional Controls to Prevent and Respond to Sexual Exploitation and Abuse of Beneficiaries	9-000-21-006-P-5	5/12/2021	Issue guidance to implementers on information they must provide to USAID pursuant to the new pre-award risk assessment requirement that includes measures to protect beneficiaries from sexual exploitation and abuse.	BUREAU FOR MANAGEMENT	The RSC Division has partially completed this recommendation, as the standard provision with the Compliance Plan has been incorporated into the ADS. The RSC will include additional guidance on Implementation Considerations in the Partner Toolkit, which is in its final clearance. FATD: 1/15/2024.
63	USAID Should Implement Additional Controls to Prevent and Respond to Sexual Exploitation and Abuse of Beneficiaries	9-000-21-006-P-6	5/12/2021	Issue guidance to implementers detailing what is expected of them in response to sexual exploitation and abuse allegations, including defining when to report, to whom to report, what information to provide, what actions to take in response to sexual exploitation and abuse allegations, and how to respond using a survivor-centered approach.	BUREAU FOR MANAGEMENT	USAID has updated the resources in the Partner Toolkit to reflect the standard provision guidance. The Partner Toolkit is in its final clearance and then will be published on the USAID website. FATD: 1/15/2024.
64	USAID Should Implement Additional Controls to Prevent and Respond to Sexual Exploitation and Abuse of Beneficiaries	9-000-21-006-P-7	5/12/2021	Develop and implement an Agency-wide process, including clear delegation of roles and responsibilities, for responding to allegations of sexual exploitation and abuse. This process should specify to whom within USAID allegations must be communicated and define responsibilities for reviewing implementers handling of allegations,	BUREAU FOR MANAGEMENT	Per M, the Guidance on Receiving and Responding to Allegations Of Misconduct In USAID Programs is now in the final clearance process and will be incorporated into the ADS. Final Action Target Date is March 31, 2024.

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				while establishing safeguards to protect sensitive information and adhering to a survivor-centered approach.		
65	USAID Should Implement Additional Controls to Prevent and Respond to Sexual Exploitation and Abuse of Beneficiaries	9-000-21-006-P-8	5/12/2021	Coordinate with relevant USAID offices to develop and implement a long-term Agency-wide centralized tracking mechanism to support the Agency's management of allegations of sexual exploitation and abuse.	BUREAU FOR MANAGEMENT	Per email dated June 30, 2023 - The case management system has been developed and is ready for deployment, pending the necessary privacy requirements, which have extended timeline to meet. The current expected date of completion is March 31, 2024.
66	Financial Audit of Handicap International Federation Under Multiple Awards, for the Fiscal Year Ended December 31, 2019	3-000-22-017-R-1	6/9/2022	We recommend that USAID Office of Acquisition and Assistance, Cost, Audit and Support Division/ Contract Audit Management Branch verify that Handicap Federation International corrects the instances of material noncompliance detailed on page III-1 and III-2 on the audit report.	BUREAU FOR MANAGEMENT	The subsequent audit report was submitted to OIG/A/EFA; however, the findings were not resolved. We cannot close the recommendation until OIG transmittal is complete for the subsequent audit report. FATD 2/1/2024.
67	Contractor Use for Disaster and Stabilization Responses: USAID Is Constrained by Funding Structure but Better Data Collection Could Improve Workforce Planning	E-000-22-002-M-4	9/29/2022	(USAID/DEIA) We recommend that the Office of Diversity, Equity, Inclusion, and Accessibility, in consultation with M/OAA: Create a Diversity, Equity, and Inclusion strategy for its contractor workforce, including reviewing its data on PSC and ISC opportunities. This includes identifying whether there are any potential barriers to full and equal participation to its PSC and ISC staffing pathways and whether there	BUREAU FOR MANAGEMENT	Management Decision - USAID/DEIA will conduct targeted analysis for its contractor workforce, including reviewing data to determine whether equity and equal opportunity exists within PSC and ISC opportunities. USAID will do this in accordance with our current DEIA strategy which was approved July 26, 2022. There is no need to create an additional strategy. Final Action Target Date is December 31, 2024.

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				are opportunities to build on diversity efforts in the ISC procurement process.		
68	Contractor Use for Disaster and Stabilization Responses: USAID Is Constrained by Funding Structure but Better Data Collection Could Improve Workforce Planning	E-000-22-002-M-1	9/29/2022	(USAID/M) We recommend that Deputy Administrator for Management and Resources oversee that USAID/M, in coordination with BHA and OTI, take the following actions: Identify, track, and publicly report all costs associated with the PSC and ISC mechanisms, fully accounting for program funding used for administrative, management, and support expenses.	BUREAU FOR MANAGEMENT	Our closure package to meet one of the recommendations are with the FO, and we believe given everything else that's going on at the moment, this package won't clear in time to update our audit report. And the second recommendation is dependent on the first so will follow on from there closely. Final Action Target Date is March 31, 2024.
69	Contractor Use for Disaster and Stabilization Responses: USAID Is Constrained by Funding Structure but Better Data Collection Could Improve Workforce Planning	E-000-22-002-M-7	9/29/2022	(USAID/M) We recommend that the Deputy Administrator for Management and Resources oversee that M/OAA take the following actions: Issue clear guidance on travel safety standards and privileges for PSCs as they relate to Chief of Mission authority.	BUREAU FOR MANAGEMENT	PSC Policy Division needs more time to coordinate and draft a response from among the stake holding operating units. FATD is 2/9/2024.
70	Global Labor Program: USAID Generally Followed Policy but Would Benefit from Better Organizational Support and Certification of Reviewers	E-000-22-003-M-2	9/29/2022	Conduct an assessment of trainings and resources to ensure that program teams working with Broad Agency Announcements are sufficiently prepared to fulfill their roles and responsibilities	BUREAU FOR MANAGEMENT	M/OAA/PDT needs additional time to collect the assessment materials for demonstrating final actions taken. Final Action Target Date is September 1, 2024.

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71	Closeout Audit of USAID Resources Managed by EQUIP Liberia Under the Emergency Protection in Host Communities of Nimba and Grand Gedeh Counties Program in Liberia, Cooperative Agreement No. AID-OFDA-G-12-00124, for the Period From June 1, 2012, Through May 31, 2013 - (originally issued 12/12/16; reissued 12/14/16)	4-669-17-019-R-1	12/14/2016	USAID/M/OAA/CAS/CAM determine the allowability of \$28,739 in questioned costs (\$16,270 ineligible and \$12,469 unsupported) identified on page 9 of Akus Consult's audit report and recover from EQUIP Liberia the amounts determined to be unallowable.	COLLECTIONS	Recipient agreed to a repayment plan. Final action target date is 5/31/2026.
72	Independent Accountant's Report of International Relief and Development Incurred Cost Audit for the Years Ending December 31, 2009, 2011, 2012, 2013, and 2014	3-000-19-031-I-1	7/10/2019	USAID's Office of Acquisition and Assistance Cost, Audit and Support Division determine the allowability of \$4,407,986 in direct questioned costs (\$49,945 ineligible, \$4,358,041 unsupported) on pages 2, and 12 through 30 of the report, and recover any amount that is unallowable.	COLLECTIONS	Recipient agreed to a repayment plan. Final action target date is 4/1/2027.

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73	Closeout Financial Audit of National Integrity Actions Management of the Combating Corruption and Strengthening Integrity in Jamaica Project, Cooperative Agreement AID-532-A-16-00001, October 1, 2018, to March 26, 2020	9-532-21-027-R-1	9/16/2021	Determine the allowability of \$185,339 in ineligible questioned costs on pages 7 and 8 of the audit report and recover any amount that is unallowable.	COLLECTIONS	Recipient agreed to a repayment plan. Final action target date is 10/1/2025.
74	USAID Generally Implemented an Effective Information Security Program for Fiscal Year 2020 in Support of FISMA	A-000-21-004-C-3	1/7/2021	USAID's Chief Human Capital Officer should implement a process to maintain records electronically for onboarding and offboarding staff.	OFFICE OF HUMAN CAPITAL AND TALENT MANAGEMENT	The Chief Human Capital Officer is only responsible for onboarding and offboarding direct hires. We have attempted to work across the Agency to address the additional staffing mechanisms, to no avail. HCTM has written a closure request that pertains to direct hires only and plans to submit it by mid-October 2023. Closure request sent to OIG 11/9/2023. APC is waiting for OIG approve closure request.
75	Strategic Workforce Planning: Challenges Impair USAID's Ability to Establish a Comprehensive Human Capital Approach	9-000-22-001-P-1	5/25/2022	Develop a plan to fill and retain the allocated a number of Office of Human Capital and Talent Management staff needed to fulfill its duties in the hiring and onboarding process.	OFFICE OF HUMAN CAPITAL AND TALENT MANAGEMENT	Delays in developing a plan - To address this more permanently, HCTM will need additional U.S. direct-hire (USDH) FTE allocations to support current and new initiatives, emerging needs, and real time crises. Additional USDH FTEs would provide HCTM with the flexibility to support current and new agency priorities that reflect USAID's position in the National Security Council (NSC). Plans for additional FTE approval are currently in discussion with Agency leadership. Remaining actions - To address retention concerns, HCTM will develop a data-driven retention plan. Final action target date is September 30, 2025.

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76	Strategic Workforce Planning: Challenges Impair USAID's Ability to Establish a Comprehensive Human Capital Approach	9-000-22-001-P-2	5/25/2022	Develop and disseminate policies for the revised civil service recruitment and hiring process and standard operating procedures for the modified Foreign Service staff hiring and onboarding processes.	OFFICE OF HUMAN CAPITAL AND TALENT MANAGEMENT	HCTM should be able to close out Rec 2. I am requesting an extension to assemble the closure request memorandum and clear it. Final action target date is March 31, 2024.
77	Strategic Workforce Planning: Challenges Impair USAID's Ability to Establish a Comprehensive Human Capital Approach	9-000-22-001-P-3	5/25/2022	Create a USAID-specific definition of skill gaps to address both competency and staffing skill gaps across its hiring mechanisms.	OFFICE OF HUMAN CAPITAL AND TALENT MANAGEMENT	Delays in defining skills gaps - The Skills and Competencies Initiative is a multi-phased effort to identify and integrate mission-critical skills and competencies across the entire employment lifecycle, from recruitment to onboarding, development, retention, and employee recognition. The goal is to enhance USAID's ability to address complex, global challenges and properly reward USAID's workforce for its initiative and expertise. Phase 1 ran from mid-November 2022 to May 2023. During Phase 1, working groups defined success in Agency focus areas outlined in the Joint Strategic Plan and the USAID Driving Progress Beyond Programs
78	Strategic Workforce Planning: Challenges Impair USAID's Ability to Establish a Comprehensive Human Capital Approach	9-000-22-001-P-4	5/25/2022	Finalize strategic workforce planning guidance, to include USAID's updated Strategic Workforce Plan, workforce planning Automated Directives System chapter, and materials to assist Agency operating units in identifying and addressing skill gaps.	OFFICE OF HUMAN CAPITAL AND TALENT MANAGEMENT	Delays in finalizing planning guidance - On May 24, 2023, the Agency completed an all-day offsite on workforce planning led by Adetola Abiade, HCTM's Assistant to the Administrator. During the offsite, participants aligned on what workforce planning means to USAID, and identified workforce planning and allocation process improvements in response to pain points. The Agency delivered a presentation to the Agencies Management Operations Council (MOC) on June 29, 2023. The goal of this presentation was to share insights and commitments from the offsite. At a MOC meeting on Workforce Planning on April 20, 2023, leadership requested a sub-committee be convened after the retreat to provide inputs into the ADS 417 chapter and all similar supporting materials. Actions remaining - In their current form, the requested deliverables for Recommendation 4 do not accurately reflect the direction USAID plans to take with regard to workforce planning. Final Action Target Date of December 30, 2024.

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79	Strategic Workforce Planning: Challenges Impair USAID's Ability to Establish a Comprehensive Human Capital Approach	9-000-22-001-P-5	5/25/2022	Conduct an analysis to determine whether personnel tools, e.g., Talent Analytics, Launchpad, the Workforce Planning Model, or the Competency Exploration for Development and Readiness can be utilized to track skill gaps at both an Agency and operating unit level and implement changes as appropriate based on this analysis.	OFFICE OF HUMAN CAPITAL AND TALENT MANAGEMENT	Delays in defining skill gaps. Remaining actions planned are to identify the system to track skills gaps. Final Action Target Date: 12/30/2024
80	Contractor Use for Disaster and Stabilization Responses: USAID Is Constrained by Funding Structure but Better Data Collection Could Improve Workforce Planning	E-000-22-002-M-2	9/29/2022	(HCTM) We recommend that Deputy Administrator for Management and Resources oversee that HCTM, in consultation with BHA and OTI: Incorporate PSC and ISC staffing mechanisms into its workforce planning, including through tracking relevant direct hire metrics, such as the number of employees and their pay levels and responsibilities.	OFFICE OF HUMAN CAPITAL AND TALENT MANAGEMENT	Delays incorporating PSC and ISC staffing mechanisms into its workforce planning. Remaining actions - Recently, HCTM involved MPBP to resolve this audit recommendation. Both have reached an agreement to communicate and collect relevant data to address the recommendation. Per HCTM, these steps can take a year. Final Action Target Date: 9/1/2024.
81	Contractor Use for Disaster and Stabilization Responses: USAID Is Constrained by Funding Structure but Better Data Collection Could Improve Workforce Planning	E-000-22-002-M-3	9/29/2022	(HCTM) We recommend that the Deputy Administrator for Management and Resources oversee that HCTM, in coordination with BHA, OTI, and other stakeholders: Conduct a workforce assessment and develop a comprehensive plan with options and actionable steps for how to create a sustainable humanitarian and stabilization workforce.	OFFICE OF HUMAN CAPITAL AND TALENT MANAGEMENT	Delays in workforce assessment and plan - HCTM is updating its response for FY 2020 FISMA, Rec 3. Remaining actions - will submit updated response by 11/30 or 12/15/2022. Final Action Target Date: 12/15/2024.

