



2022 ANNUAL REPORT



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The 2022 Annual Report for the Office of the Whistleblower Ombuds was prepared by Shanna Devine, Director; Rebecca Jones, Deputy Director; and John Whitty, Deputy Director of Operations.

DIRECTOR'S REFLECTIONS ON THE 117TH CONGRESS

Congress' constitutionally mandated oversight work relies on vital disclosures from government workers and employees within the private sector. Moreover, whistleblowers often reach out to their Members of Congress and the relevant committees for support. To that end, the House of Representatives established the independent and nonpartisan Office of the Whistleblower Ombuds to support offices in their work with whistleblowers.¹ It has been an honor and privilege to establish the Office in partnership with my two deputy directors over the past several years and to witness the demand for our services.

In the 117th Congress we made significant progress in implementing our office's inaugural strategic plan and advancing our vision to be a valuable, nonpartisan resource for every House office, by institutionalizing safe, effective, and consistent practices for working with whistleblowers. Specifically, we embarked on five impact-driven strategic goals:²

1. Visibility of the Office and its role/value throughout the House community;
2. Providing valuable training for every House office, including district offices and committees;
3. Transparency around the Office's operations while prioritizing confidentiality;
4. House-wide understanding of the value in safely working with whistleblowers to conduct its oversight responsibilities; and
5. Every House office has a best practice intake process using model resources.

Key highlights from the 117th Congress include:

- Over three-quarters of House offices engaged with our office.
- Two-thirds of House offices utilized at least one of our four core services.
- Over half of House offices had staff that took one of our trainings.
- One-third of House offices utilized both our case consult and intake process development services.

Notably, our foundational training *Best Practices for Working with Whistleblowers*—one of the longest continually running events on the Congressional Staff Academy—had the highest number of completed Instructor Led Training sessions under one title and a significantly higher attendance rate at 75 percent. In the words of one staff member who remarked on our training manual, *"It was helpful that it was built specifically for Hill offices. The steps to set up processes and the resources ... are extremely applicable."*

“

It was helpful that it was built specifically for Hill offices. The steps to set up processes and the resources ... are extremely applicable.”



This level of voluntary engagement with our office’s services demonstrates a genuine interest by House offices to learn best practices to strengthen their Article I oversight function and support whistleblower constituents, so that they are prepared for these important interactions.

We would like to acknowledge the Committee on House Administration’s continuous bipartisan support, as well as active engagement by our other committees of jurisdiction and broader stakeholder community, which has played an integral role in our ability to effectively serve the House. We look forward to continuing the privilege of institutionalizing best practices into the 118th Congress.

Warm Regards,

A handwritten signature in blue ink, reading "Shanna Devine".

Shanna Devine

EXECUTIVE SUMMARY

The House of Representatives established the independent and nonpartisan Office of the Whistleblower Ombuds (hereinafter “Office”) to advise Member offices and committees (hereinafter “offices”) on best practices for working with whistleblowers.³ The Office operates under the policy direction and oversight of the Committee on House Administration.

In 2022 the Office made significant progress in implementing its strategic goals, under the leadership of its three staff. The **Office’s functional milestones in 2022** include:

- 50 percent of offices utilized at least one of the Office’s four core services.
- 35 percent of offices had staff that took a training course.
- 24 percent of offices received a confidential case consultation.
- 20 percent of offices utilized the Office’s best practices intake guidance.

In furtherance of the Office’s strategic goals to provide valuable trainings for every office and for every office to have best practice intake processes, it **significantly expanded its body of resources** in response to stakeholder feedback. Specifically, the Office:

- Expanded its *Working with Whistleblowers Learning Path* to 12 courses and it developed more on-demand and interactive trainings such as its hands-on *Whistleblower Intake* course.
- Prioritized user-friendly tools, desk guides and templates that offices could easily adopt, from its *Committee Jurisdiction Tool* to its *Sample Whistleblower Confidentiality Policy*.
- Developed quarterly fact sheets around current events, such as its *Whistleblowers and Offices of Inspectors General*, and near monthly guidance documents in response to common questions—including *Congress’ Obligations When Working with Whistleblowers*.
- As part of its commitment to operational transparency, continued to make nearly all its resources and reports publicly accessible through its website. Over twelve thousand users visited the Office’s website, and there were over 2,500 downloads of the Office’s resources.

The Office **deployed a multilayered outreach and engagement strategy** in furtherance of its strategic goals to increase visibility and provide transparency around its operations, while promoting House-wide understanding of the value of working safely with whistleblowers to conduct oversight. Specifically, the Office:

- Maintained close coordination with the Committee on House Administration and its support offices, which was instrumental to advancing the Office’s goals and high rate of voluntary engagement by Capitol Hill and district offices.

**IN 2022,
THE OFFICE
PROVIDED:**

350

INDIVIDUALS
RECEIVED
FOUNDATIONAL
TRAININGS

189

CASE
CONSULTATIONS

129

INTAKE PROCESS
DEVELOPMENT
CONSULTATIONS

12

TECHNICAL
LEGISLATIVE
EXPERTISE
CONSULTS



Tremendous depth of knowledge and resources; ability to tailor advice and resources to particular situations; emphasis on confidentiality of process; very practical solutions and ideas that recognize the gray areas and challenges of various circumstances."

- Utilized CAO Communications and Creative Services to market its services through monthly Digital Boards and eDear Colleagues, with an emphasis on staff testimonials.
- Contacted every office through individualized semiannual emails and quarterly mailings of its physical materials, such as its popular *Whistleblower Case Management Intake Workflow*.
- Participated in an average of more than two congressionally oriented events monthly—from the bipartisan New Member Orientation to District Fly-Ins and National Whistleblower Day programming.
- Received nearly 100 features by strategic partners' newsletters and websites among other forums.
- Held routine meetings with its primary committees of jurisdiction, civil society, and the executive branch offices of inspectors general, in support of an evolving dialogue between the House and broader whistleblower stakeholder community.

To inform its performance metrics and priorities, the Office established regular opportunities for House feedback throughout the year. Respondents to its year-end user survey overwhelmingly indicated a high degree of satisfaction when evaluating their interaction with the office. They placed the greatest value on trainings, followed by case consultations and customized guidance around intake procedures. Notably, just over half of respondents were from district offices, demonstrating the Office's vast reach. Moreover, more than three quarters of respondents reported that they now have more confidence when working with whistleblowers.

In the words of one respondent when asked what they found most helpful:
"Tremendous depth of knowledge and resources; ability to tailor advice and resources to particular situations; emphasis on confidentiality of process; very practical solutions and ideas that recognize the gray areas and challenges of various circumstances."

The Office disbursed a total of \$664,280.84 during the calendar year and reprogrammed \$82,712.48 of its Fiscal Year 2021 funds to assist with the FY 2023 Unemployment Compensation bills.

AUTHORIZING LANGUAGE

In accordance with House Standing Rules, subject to the policy direction and oversight of the Committee on House Administration, and in consultation with any other committee (at the request of the chair or ranking minority member of such other committee), the Office shall:⁴

1. Promulgate best practices for whistleblower intake for offices of the House.
2. Provide training for offices of the House on whistleblower intake, including establishing an effective reporting system for whistleblowers, maintaining whistleblower confidentiality, advising staff of relevant laws and policies, and protecting information provided by whistleblowers.



MISSION & VISION STATEMENTS

The Office modified its mission statement to incorporate the role of constituent whistleblowers.

MISSION

To support the House community in an independent and nonpartisan capacity by providing education, training, and guidance for effectively working with whistleblowers, in order to assist the House in protecting its sources and constituents while conducting its oversight function.

VISION

To be a valued, nonpartisan resource for every House office, by institutionalizing safe, effective, and consistent practices for working with whistleblowers.

“ ORGANIZATIONAL STRUCTURE

Our experience with your office was one of the best I've had in my experience with the office so far.”

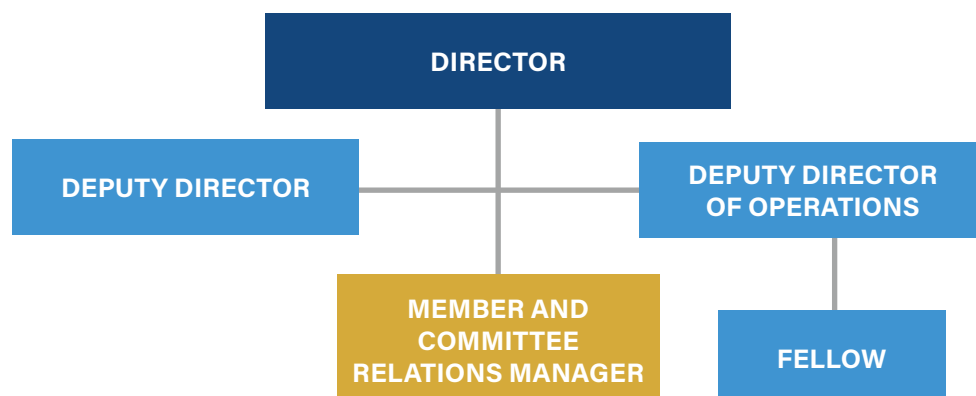
STAFF

Pursuant to the Committee on House Administration, in October 2022 the maximum number of staff for the Office increased from three full-time employees to four full-time employees (reflected in gold within the organizational chart).

Further, the Office is authorized to employ fellows on a temporary basis as part of an established mid-career education program and in accordance with all relevant federal law and rules and regulations of the House of Representatives.

Throughout 2022 the Office operated with three full-time employees: Director, Deputy Director, and Deputy Director of Operations. It benefited from the addition of a Green and Gold Fellow (previously known as a Wounded Warrior Fellow) through February 2022.

ORGANIZATIONAL CHART



SERVICES AND METRICS

The Office provides four core services to Member offices and committees: Trainings, Case Consultations, Intake Process Development, and Technical Legislative Expertise. Additional information about each service and related metrics are provided below.

TRAININGS

The Office's foundational training, *Best Practices for Working with Whistleblowers*, covers how to manage relationships with whistleblowers, develop a case management process, protect whistleblower information, and navigate the legal landscape. The Office also offers a *Working with Whistleblowers Learning Path* through the Congressional Staff Academy, which includes 12 on-demand and live trainings. The Office provides private trainings upon request.

- 350 staff from 138 offices received the foundational training.
- 112 staff from 34 additional offices took at least one of the Office's on-demand training courses—the two most popular were *Whistleblower Intake 5 Quick Tips* and *Caseworkers: How to Identify Whistleblower Matters*.

CASE CONSULTATIONS

Whistleblowers often reach out to congressional offices for assistance with an allegation of wrongdoing or for help with retaliation. The Office provides confidential, customized guidance to House staff on how to proceed with individual whistleblower inquiries.

- The Office provided 189 case consultations to 118 offices.

INTAKE PROCESS DEVELOPMENT

The Office provides guidance for developing or refreshing an office's whistleblower intake protocols—including best practices for intake, prioritization, referral, and follow-up, as well as protecting the whistleblower's information.

- The Office provided 129 intake process development consultations to 101 offices.

TECHNICAL LEGISLATIVE EXPERTISE

As part of the Office's directive to advise House staff on whistleblower laws and policies, it provides technical guidance on whistleblower legislation—including bipartisan best practice standards and other germane information for drafting whistleblower legislation. Note that the Office does not take a position on legislation.

- The Office provided 12 technical legislative expertise consults to 7 offices.

“

One of the best trainings I have taken.”

“

The general resources, and specific guidance on how to approach a situation [were most helpful]”

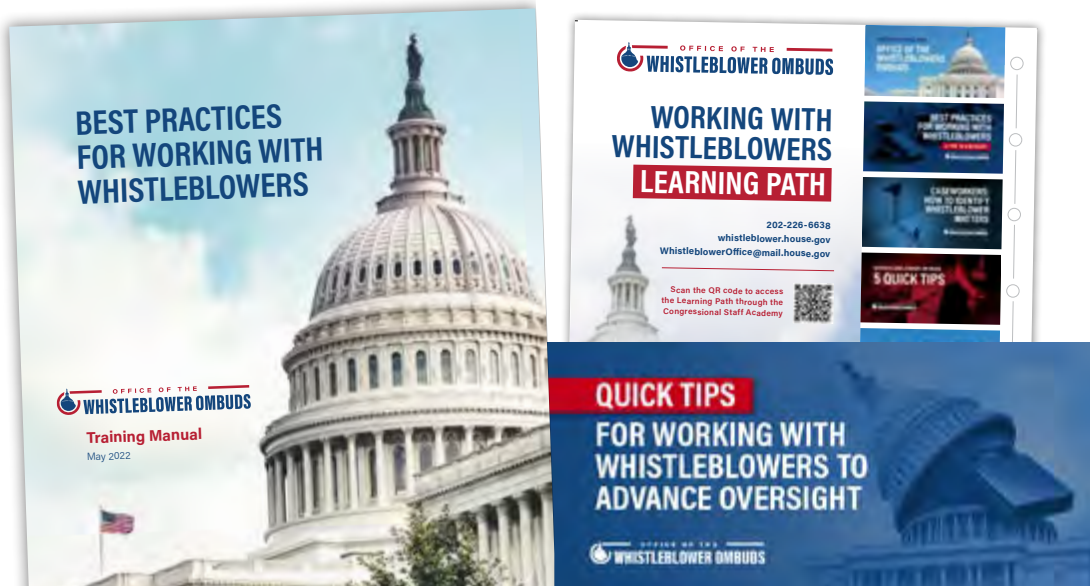
“

It helped to establish baseline policies for intake and facilitating a complainant's issue.”

“

The Office is absolutely amazing and incredibly helpful. The staff immediately responded and offered to chat when I was confused about incorporating specific whistleblower legislation into our bill.”

“
The best
practices
pamphlet
I found
comprehensive
and very
helpful in
establishing
a protocol
for handling
whistleblower
[matters].”



RESOURCES

In furtherance of the Office’s strategic goals to provide valuable trainings for every office and for every office to have best practice intake processes, it significantly expanded its body of resources in response to stakeholder feedback. For instance, the Office developed more on-demand and interactive trainings and prioritized user-friendly tools, desk guides and templates that offices could easily adopt. It prioritized fact sheets around current events and developed guidance documents in response to common questions. As part of its commitment to operational transparency, the Office continued to make nearly all its resources and reports publicly accessible through its website.

These education and training resources were useful as stand-alone tools, but they had increased value as part of the Office’s tailored follow up guidance for offices that reached out for a consultation on a specific matter. These consults were, in effect, a case-specific training on the relevant laws and policies, and on the whistleblower intake process. In the words of one staffer, “*The resources provided and the 1-1 consultation for my specific issue [were most helpful]*”

- **Working with Whistleblowers Learning Path:** The Office, in collaboration with the Congressional Staff Academy, expanded its *Working with Whistleblowers Learning Path* to 12 on-demand and live webinars. It launched the interactive course *Whistleblower Intake* and the guided training *Developing a Whistleblower Confidentiality Policy* as well as quick tips for *Working with Whistleblowers to Advance Oversight* and *Caseworkers: How to Identify Whistleblower Matters*.

- **Guidance Documents:** The Office released an average of two new guidance documents per quarter, ranging from its popular *Starter Packs* (including for District Offices) and *Guiding Phrases for Working with Whistleblowers* to *Holding Retaliators Accountable* and its *Sample Whistleblower Confidentiality Policy*. The Office updated its training manual, *Best Practices for Working with Whistleblowers*, to reflect its latest templates and policy developments.
- **Sector Specific Fact Sheets:** The Office released quarterly legal fact sheets around common topics ranging from *Whistleblowers and Offices of Inspectors General* and *Whistleblowing and EEO Matters* to *U.S. Postal Service Whistleblowing*. It maintained its larger library of fact sheets to reflect policy developments.
- **Committee Jurisdiction Tool:** In the spring, the Office debuted its Committee Jurisdiction Tool, which identifies a menu of House committees that may have jurisdiction over a whistleblower disclosure. It is structured around committees that have jurisdiction over the relevant federal whistleblowing law, as well as each committee's general jurisdiction under House Rule X.
- **Whistleblower Legislation:** The Office's Whistleblower Legislation Tracker continued to identify responsive bills and it maintained its menu of bipartisan best practice standards.
- **Website Engagement:** The Office's website had approximately twelve thousand users with an average engagement time of approximately one minute. It had over 2,500 downloads and the two most popular downloads were the *Intake Case Management Infographic* and *Starter Pack for Working with Whistleblowers*. The Office's Congressional Audience page, which provides an overview of its services and related resources, received over 2,200 views. Its Whistleblower Audience page, which provides a menu of governmental and nongovernmental resources, received almost 1,800 views. Of note, its general guidance document *Whistleblower Survival Tips* received almost 1,500 views.

“

Resources on how to work with whistleblowers (i.e. how to protect them, how to protect the office), as well as resources to consider to deal with the issues presented by the whistleblowers [were most helpful].”



OUTREACH AND ENGAGEMENT

The Office deployed a multilayered outreach and engagement strategy in furtherance of its strategic goals to increase visibility and provide transparency around its operations, while promoting House-wide understanding of the value of working safely with whistleblowers to conduct oversight.



Thank you for mailing [the whistleblower intake workflow] to the [District Office], it has helped us create better office procedure for when we get a new case."

Close coordination with the Committee on House Administration and its support offices were instrumental to advancing its goals and engaging with 62 percent of offices in 2022. It utilized CAO Communications and Creative Services to market its services, with an emphasis on staff testimonials.

The Office contacted every office through individualized semiannual emails and quarterly mailings of its physical materials, such as its foundational training manual. The Office also participated in an average of more than two congressionally oriented events monthly, and it had nearly 100 features by strategic partners' newsletters and websites among other forums.

The Office also held routine meetings with its primary committees of jurisdiction, civil society, and the executive branch offices of inspectors general, in support of an evolving dialogue between the House and broader whistleblower stakeholder community.

- **House Engagements:** The Office directly interacted with 62 percent of offices. Further, 50 percent of all offices utilized at least one of its services.
- **Administrative eDear Colleagues:** The Office sent 15 administrative eDear Colleagues in promotion of its services and latest resources, with an average open rate of 31 percent.
- **Physical Mailings:** The Office conducted quarterly physical mailings of popular resources to all majority and minority committee offices, as well as Member's Capitol Hill and District offices.
- **Tailored Outreach:** The Director engaged in semi-annual customized outreach with each Member office's chief of staff as well as committee majority and minority staff leadership, and annual outreach to all congressional staff associations and select congressional caucuses. The Office shared tailored resources with unique staff positions almost monthly, from constituent guidance for district staff to sector-specific fact sheets for legislative assistants.
- **Stakeholder Meetings and Updates:** The Office held quarterly bipartisan advisory meetings with its primary committees of jurisdiction. It also held quarterly meetings with whistleblower support organizations, which helped to keep the Office apprised of emerging retaliatory tactics and other whistleblowing-related trends. The Office provided stakeholders with monthly metrics and resource reports.



“

I feel much more confident in working with whistleblowers since the creation of the Office of Whistleblower Ombuds. Before your office, there were no manuals or on-call guidance to help congressional staff”

- **Support Offices Coordination:** The Office routinely engaged House support offices as it developed guidance around overlapping areas of jurisdiction—such as with the Office of Cybersecurity on information security best practices, and with the Office of General Counsel around Congress’ obligations when working with whistleblowers. The Office kept support offices apprised of new resources, from the CAO Coaches Program to regional and committee Customer Advocates. This facilitated resource redistribution and referrals to the Office as appropriate.
- **Offices of Inspectors General:** The Office conducted outreach with legislative branch and executive branch offices of inspectors general to remain apprised of their whistleblower processes and contacts, as well as share resources. It also participated in the Council of the Inspectors General on Integrity and Efficiency’s Whistleblower Protection Coordinators Workgroup quarterly meetings.
- **Joint Programming:** The Office participated in a total of 28 joint events (17 with House entities, 11 with external stakeholders). Through participation in bipartisan New Member Orientation programming, CAO Services Fairs, District Fly-Ins, the New Staff Orientation program and Internapalooza, the Office reached rank-and-file Member offices and incoming staff and interns. As part of National Whistleblower Center’s National Whistleblower Day programming, the Office conducted a Fireside Chat with Committee on House Administration staff leadership around the importance of institutionalizing best practices to strengthen the House’s oversight capacity—a theme the Office reiterated in the Select Committee on the Modernization of Congress’ Brown Bag series and the Advisory Committee on Transparency’s Sunshine Week Forum, among others.
- **Features:** The Office tracked 98 features (41 within the House, 57 through external stakeholders). Its resources were routinely amplified through House-wide digital boards, the HouseNet and Congressional Staff Academy carousels, Teams channels, as well as congressional newsletters from Customer Advocate Connection to First Branch Forecast and the Paper Trail.

HOUSE COMMUNITY FEEDBACK

House feedback is critical for the Office's performance evaluation and direction. It provides a barometer as to whether the Office is fulfilling its mandate as well as making progress toward its vision of institutionalizing safe, effective, and consistent practices for working with whistleblowers. To that end, in addition to its year-end survey of all staff with whom it engaged, the Office solicited routine feedback through training polls and a visibility survey conducted in coordination with the Committee on House Administration.

USER SURVEY OVERVIEW—KEY TAKEAWAYS

The Office contacted all House staff who used its services or otherwise had a direct interaction in 2022, seeking responses to its year-end user survey. In total, the Office sent the survey to 622 active staff, and received responses from 97 individuals—or approximately 16 percent of staff contacted. While respondents had the option to remain anonymous, those who self-reported their job title represented a diversity of positions including Chief of Staff, District Director, General Counsel, Professional Staff Member, Caseworker, and Green and Gold Fellow, to name a few. Of respondents, 46 percent indicated that they work in a DC-based office and 53 percent work in a district office.

The survey gathered key quantitative metrics on satisfaction with the Office's performance and helped the Office better understand how its services are being used. Additionally, the survey aimed to capture qualitative feedback about the House community's perception of the Office's value and any strengths or areas for improvement, as well as other metrics such as respondents' self-evaluation of confidence and expertise gained from engaging the Office's services. A summary of responses from the Office's year-end survey are provided below.

Quantitative Feedback Highlights

Overall level of satisfaction after interacting with the Office (Very Satisfied—Very Unsatisfied):

- **89%** "Very Satisfied"
- **10%** "Somewhat Satisfied"

Service(s) used (note, respondents could indicate more than one service used):

- **65%** Training
- **54%** Case Consultation
- **26%** Intake Process Development
- **9%** Technical Legislative Expertise
- **<1%** Other (e.g., referenced online resources; participated in an introductory call)

Changes since interacting with the Office (note, respondents could select all that apply):

- **76%** have more **confidence** working with whistleblowers
- **61%** have a greater appreciation for the **value** of working with whistleblowers
- **60%** have more confidence in **protecting** whistleblower information
- **39%** indicated that their office has **strengthened** its intake processes (or will do so)

Qualitative Feedback Highlights

The Office included open-ended survey questions to solicit qualitative feedback. Respondents' common answers and select quotes are summarized below.

Question: What Is Most Helpful?

The Office strives to meet offices where they are, offering services and resources that most closely align with the House's needs. Respondents expressed particular appreciation for staff accessibility and expertise through tailored, case-specific guidance; the thorough education provided through trainings; and the usefulness of readily available resources to bolster staff understanding.

Respondent feedback: *"The Whistleblower Office spent several minutes with me going over different scenarios, helpful content, and references on the site to help our office better understand the whistleblower process."*

Question: Areas for Improvement?

The Office strives to continuously improve and adapt its services and resources and is grateful for and responsive to constructive feedback. When asked how the Office can improve, most respondents expressed that they were highly satisfied and did not offer suggested improvements. Those who provided substantive feedback offered creative ideas for enhancing website accessibility and content; asked that the Office increase use of hypothetical scenarios in its educational materials; and recommended the Office continue to grow its visibility for House-wide awareness and use.

Respondent feedback: *"Get more people to sign up! It seems extremely helpful to know how to handle these cases, especially for district offices."*



Question: Additional Training Recommendations?

The Office's *Working with Whistleblowers Learning Path*, available through the Congressional Staff Academy, presents a library of training videos for the House to explore as helpful. The Office strives to create trainings covering a wide spectrum of subjects and lengths to appeal to the widest House audience possible. When asked if there are additional trainings respondents would like to see in the *Learning Path*, individuals expressed interest in a training specifically walking through scenarios; a deeper dive into non-traditional whistleblowing; and additional guidance on referring whistleblowers to congressional committees.

Respondent feedback: “[N]on-traditional whistleblowers who don’t want to be named in congressional reports, but we still need to try to protect and keep anonymous.”

Question: Feedback on the Training Manual?

The Office strives to ensure that its foundation training manual, *Best Practices for Working with Whistleblowers*, is a valuable resource for all offices through routine updates and strategic additions. Respondents expressed appreciation for the manual's accessibility and clarity and indicated that the sample forms, templates, and other resources in the manual's appendices have been particularly useful. Others expressed that the manual is a helpful tool when building out their office's whistleblower intake policies and to share with new colleagues who are learning the ropes.

Respondent Feedback: “This is a very helpful manual. I share it when we have new staff come on board, especially those who handle casework and whistleblowers.”



Visibility Survey

In partnership with the Committee on House Administration, the Office conducted limited surveys in spring 2021 and fall 2022 to measure visibility of the Office and its services, as well as to gauge the ways in which the Office can best serve Members and staff. The bipartisan leadership of the Committee polled a sample group at the start and end of the 117th Congress to measure any changes resulting from the Office's strategic messaging and visibility efforts. Key findings include:

- The percentage of respondents who have heard of the Office **increased from 65 to 79 percent.**
- The percentage of respondents who have interacted with the Office **increased from 20 to 31 percent.**
- The Office's services deemed most interesting and potentially helpful by respondents corresponds with the actual use of the Office's services. (Listed in order of respondent interest and the Office's tracking of actual use by staff over the 117th Congress): Trainings, Case Consults, Intake Process Development, Technical Legislative Expertise.

“

The advice was specific for the whistleblower situation our office encountered versus a one size fits all approach. Appreciated that [the staff] listened and asked lots of questions, and provided quick follow up via email.”

Training Polls and Evaluations

The Office has expanded its use of strategic polling and evaluations to gain timely insights and feedback from the House as appropriate. For example, the Office polls students at the start and end of the Office's *Best Practices for Working with Whistleblowers* live training sessions to evaluate any change in student knowledge. In 2022, 30 percent of students responded to a self-evaluation question about their change in knowledge, with an average increase of a 1-step change on a scale of 1 to 5. For example, a student who rated their own knowledge of working with whistleblowers as “average” at the start of the training generally felt their knowledge was “above average” after the training.

The Office also makes use of the course evaluation system through the Congressional Staff Academy portal. Through that system in 2022, a total of 35 staff rated the Office's various training courses, resulting in an overall ranking of 4.9 stars on a 5-star scale.



FINANCIAL DATA

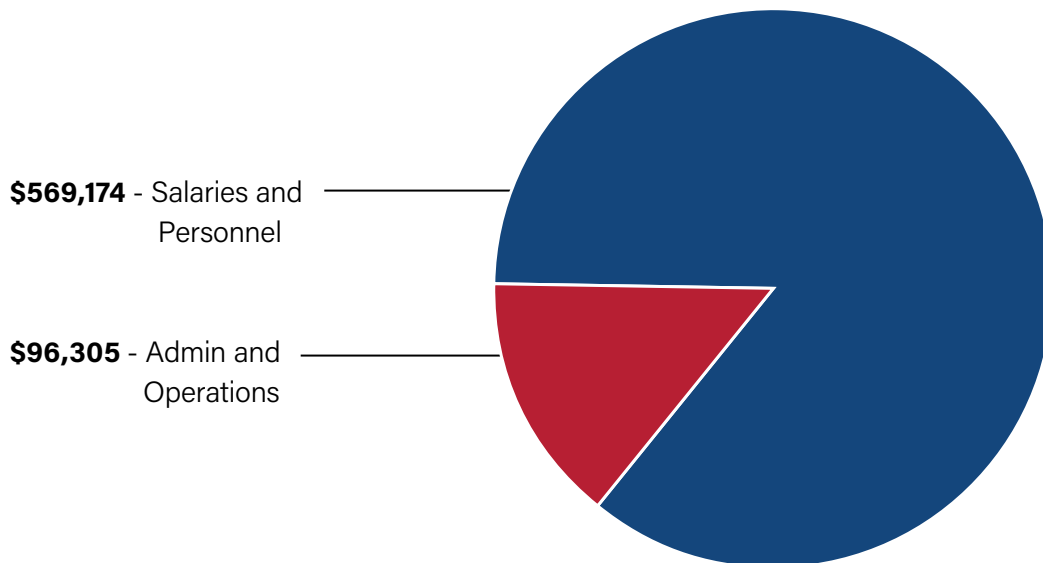
Pursuant to 117 P.L. 103, the Office was appropriated \$1,250,000 for salaries and expenses in FY2022.⁵ The Office then operated under three Continuing Resolutions⁶ from October 1 through December 31, 2022, with appropriations held at a constant annualized level of \$1,250,000.

CALENDAR YEAR 2022 SPENDING

As of January 6, 2023, in calendar year 2022 the Office disbursed \$664,280.84, or approximately 53 percent of its funding. That included \$567,975.85 for personnel and \$96,304.99 for administration and operations.

The Office also reprogrammed \$82,712.48 of FY 2021 funds to pay the FY 2023 Unemployment Compensation bills. The following chart illustrates the Office's fiscal posture for calendar year 2022:

Office of the Whistleblower Ombuds Financial Summary Calendar Year 2021



In 2022, the Office fully deployed a CAO-approved Correspondence Management System (CMS) to assist with the coordination, scheduling, and tracking of its outreach and engagement efforts. The Office further invested in customized data input and search functionality for this CMS. That system came online in the spring of 2022 and has proved valuable. In addition, the Office continued its efforts to provide the House with printed resources and mailing copies to the Members' district offices.

SALARY ADMINISTRATION

Pursuant to House Resolution 693, 116th Congress, the Office's pay shall be fixed by the Director with the approval of the Committee on House Administration. Employees are subject to pay and compensation policies pursuant to the House Employees Personnel Classification Act (2 U.S.C. § 291 et seq). The rate of compensation for each employee shall be commensurate with the employees' position and description. Fellows shall receive their usual compensation from their sponsoring employer.

MONTHLY REPORTING

The Office submits a monthly financial report to the Committee on House Administration detailing the Office's salaries and expenses.



In December 2022 the Office conducted its strategic planning for the 118th Congress. It continued the focus on an impact-based process to align with its transformative vision to institutionalize safe, effective, and consistent practices for working with whistleblowers throughout the House. Its outcome-oriented goals are accompanied by strategic actions and performance metrics to evaluate its success.

The Office's strategic goals for 2023 include:

1. Visibility of Office and its role/value throughout the House community;
2. Providing valuable education for every House office, including District Offices and Committees;
3. Upholding confidentiality while providing transparency around Office's operations;
4. House-wide understanding of the value in safely working with whistleblowers to conduct its oversight responsibilities and support constituents (completion by 2024); and
5. Every House office has a best practice intake process (completion by 2024).

In furtherance of goal two, at the start of the 118th Congress the Office will launch its *Working with Whistleblower Curriculum* in conjunction with the Congressional Staff Academy. The curriculum teaches the fundamentals of safely and effectively working with whistleblowers from the public and private sectors—from partnering on oversight to identifying whistleblower constituent matters. It also allows students to become “certified” in these best practices for the 118th Congress to encourage completion.

Moreover, the Office's capacity will increase as it expands to four full-time employees in 2023. The inaugural position of Member and Committee Relations Manager will play an integral role in helping the Office to implement its Strategic Plan for the 118th Congress.

ENDNOTES

- 1 H.R. Res. 5, 118th Cong. (2023) (enacted).
- 2 Office of the Whistleblower Ombuds, 117th Congress Strategic Plan, available at https://whistleblower.house.gov/sites/whistleblower.house.gov/files/117th_congress_strategic_plan.pdf.
- 3 H.R. Res. 5, 118th Cong. (2023) (enacted).
- 4 H.R. Res. 5, 118th Cong. (2023) (enacted).
- 5 Consolidated Appropriations Act, 2022, 117 P.L. 103 (Mar. 15, 2022).
- 6 Continuing Appropriations and Ukraine Supplemental Appropriations Act, 2023, 117 P.L. 180 (Sept. 30, 2022); Further Continuing Appropriations and Extensions Act, 2023, 117 P.L. 229 (Dec. 16, 2022); Further Additional Continuing Appropriations and Extensions Act, 2023, 117 P.L. 264 (Dec. 23, 2022).



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