



Memorandum

To: Peter Neumer, Inspector General
Office of the Inspector General

From: Joan Coogan, Chief of Staff

Cc: Rosa Escareno, Superintendent and CEO
Argentene Hrysikos, Director of Human Resources

Date: November 27, 2024

Re: OIG Case No. 23-0249

The OIG, in its role as the Compliance Monitor, is authorized to receive and investigate complaints of alleged violations of the District's Employment Plan (Plan) and audit compliance with the Plan. This memo serves as the required management response from the Superintendent upon an OIG finding of non-compliance with the Plan in the case captioned above.

One aspect of Case No. 23-0249 concerned interview processes and failure to adhere to Section VI(K)(3) of the Plan which requires the same interviewers for all of the interviews for one of the positions, as required by of the Plan. The OIG report in this case contains the following:

... the OIG notes that since the conclusion of the hiring sequences detailed in the report below, it has, in conjunction with HR, created and conducted an Employment Plan training for HR staff and developed an Employment Plan training for Park District interviewers, which is now available for potential interviewers. It is the OIG's expectation that these trainings will help prevent the recurrence of such Employment Plan violations going forward and the OIG therefore does not have further recommendations in this area at this time.

This being the case, the Superintendent appreciates the work done by both HR and OIG to address future compliance with this Plan requirement and has no further comment on Case No. 23-0249.