

CHICAGO PARK DISTRICT  
OFFICE OF INSPECTOR GENERAL

# Quarterly Report 2025 | Q2

July 15, 2025



PETER NEUMER | INSPECTOR GENERAL

## Message from the Inspector General

To the Chicago Park District Board of Commissioners, Park District employees, and Park District patrons:

In the second quarter of 2025, the Office of Inspector General issued substantiated investigative reports with the below-detailed findings<sup>1</sup>:

- A Park Advisory Council (PAC) President violated the PAC Code of Conduct by creating false Chicago Park District invoices related to a nonexistent Park District afterschool program and then submitting them to a private university in an apparent attempt to receive additional financial aid. The OIG's investigation further established that the PAC President repeatedly made false statements to the OIG about their attempted fraud, first claiming that the invoices were created by an accountant for a non-profit entity, and then, after admitting that they did in fact create the invoices, implausibly claiming that the invoices were meant to reflect monthly donations they made to the non-profit. Accordingly, for the PAC President's repeated, material violations of the PAC Code of Conduct, the OIG recommended that the President be removed from their PAC. In response, the Park District stated that it agreed with the OIG's recommendation and subsequently sent notice to the PAC President informing them that they had been permanently banned from serving on any PAC.
- A Park District employee violated the Park District's Employment Plan during a Park District hiring sequence by failing to follow the procedures set forth in the Plan regarding the identification of a conflict of interest. The OIG's investigation further established that the employee did not serve as an objective evaluator during the hiring sequence, but rather advanced the candidacy of their preferred candidate throughout the process, including by revising their initial interview ratings forms after the interviews had been completed, to increase their preferred candidate's score and reduce the scores of the majority of the other candidates. Based on its findings, the OIG recommended that the employee receive discipline commensurate with the misconduct detailed in the OIG's report, including, at a minimum, the receipt of additional training on the relevant provisions of the Employment Plan. Management's response to the OIG's report is due July 23, 2025.
- The OIG used surveillances, Illinois Secretary of State records, and records from publicly available databases, among other evidentiary sources, to establish that a Park District employee violated the Park District's City of Chicago residency

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<sup>1</sup> For the full summaries of these investigations, see pages 8-10 of this report.

requirement by residing in Oak Lawn. Following the issuance of the OIG's report, the employee was discharged and designated ineligible for rehire.

With respect to the OIG's hiring compliance function, on June 24, 2025, the Park District's Human Resources Department (HR) publicly posted a proposed amended Employment Plan, that, among other changes, would move the rules governing the Ineligible for Rehire process from the Plan to the HR Policy and Procedures Manual.<sup>2</sup> This reorganization aligns with the structure of the analogous provisions in the City of Chicago Hiring Plan. As background, the Park District's Employment Plan governs the Park District's hiring processes and helps ensure that the Park District is an equal opportunity employer. Pursuant to the Employment Plan, the OIG has a responsibility to review any proposed changes to the Plan and can object to those changes.

Regarding the proposal, the OIG subsequently issued a memo stating that it approved the language of the amended Employment Plan, with the expectation that the minor edits and corrections identified in that memo would be made prior to the finalization of the Amended Employment Plan. The proposed amended Employment Plan will be posted on the Park District's website for review and comment until July 23, 2025, and the OIG encourages the public to review the proposed changes and provide their feedback.

Regarding the OIG's audit function, in addition to issuing a notification regarding the District's "Request for Employment Verification" form and a follow-up audit concerning contract extensions in the second quarter (see pages 12-13 of this report), the OIG's Audit Department received Board approval for an OIG-submitted amendment to Chapter 2, Section D of the Chicago Park District Code, which explicitly enshrines audit as a function of the OIG and clarifies that, with the OIG now issuing its audit reports publicly, the OIG's investigative files and reports will remain confidential. The Audit Department also finalized 30 internal directives which will govern the Department's operations and help ensure compliance with the United States Government Accountability Office's Generally Accepted Government Auditing Standards (GAGAS or "Yellow Book," 2024 revision) and the Association of Inspectors General's *Principles and Standards for Offices of Inspector General* ("Green Book," 2024 revision).

Finally, the OIG presented at the South, Central, and North Region Summer Information Sessions for Community Recreation supervisors and managers to explain the OIG's jurisdiction, District employees' duty to report misconduct, as well as the OIG's investigative and audit processes. The OIG plans to continue such outreach efforts throughout the year

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<sup>2</sup> Chicago Park District, "Proposed Amended Employment Plan," June 23, 2025, accessed July 10, 2025, <https://www.chicagoparkdistrict.com/media/36381/download?inline>.

with respect to Park District staff and patrons to ensure they understand the OIG's oversight role and how to report misconduct.

Thank you for your interest in the OIG and its important mission.

Sincerely,

A handwritten signature in blue ink, appearing to read "P. Neumer". The signature is stylized with a large initial "P" and "N".

Peter Neumer  
Inspector General  
Chicago Park District Office of Inspector General

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## I. Overview of the Office of Inspector General

### A. Mission of the Office of Inspector General

Pursuant to Chapter II(D) of the Chicago Park District Code, the Office of Inspector General (OIG) is authorized to:

- Investigate allegations of fraud, waste, and misconduct by Chicago Park District employees, Board members, contractors, agents, or volunteers.
- Monitor the Park District's compliance with the Employment Plan's rules governing hiring and other employment actions.
- Conduct audits to enhance the effectiveness and efficiency of the District, ensure compliance with legal requirements, policies, and best practices, and mitigate risks which could impair the mission of the District.

Reports of fraud, waste and abuse can be made to the OIG in multiple ways, including:

- Online: [Click here to submit online complaint](https://chicagoparkdistrict.i-sight.com/external/case/new) or visit: <https://chicagoparkdistrict.i-sight.com/external/case/new>
- By telephone: (312) 742-3333 (Confidential Hotline)

### B. Budget and Organization of the Office of Inspector General

For the 2025 fiscal year (FY25), the OIG's budget is \$1,148,162. At the end of the second quarter of FY25, the OIG was staffed as follows: an Inspector General, Deputy Inspector General, Director of Audit, one full-time Performance Analyst, two full-time Legal Investigators, one part-time Investigator, one Hiring Compliance Officer and one part-time Hiring Compliance contractor.

In the second quarter of FY25, the OIG hired one full-time Performance Analyst, whose first day was July 3, 2025, and is in the process of hiring one Administrative Secretary I position. The OIG also receives regular support from law enforcement personnel.

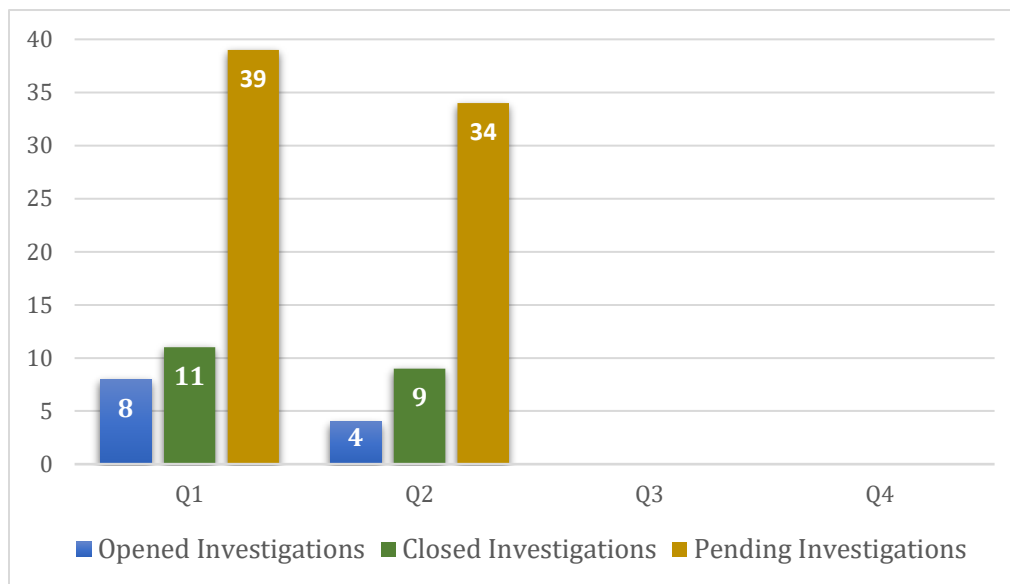
## II. Summary of the OIG’s FY25 Second Quarter Investigative Activity

### A. Overview of the OIG’s FY25 Q2 Investigative Activity

In the second quarter of FY25, the OIG:

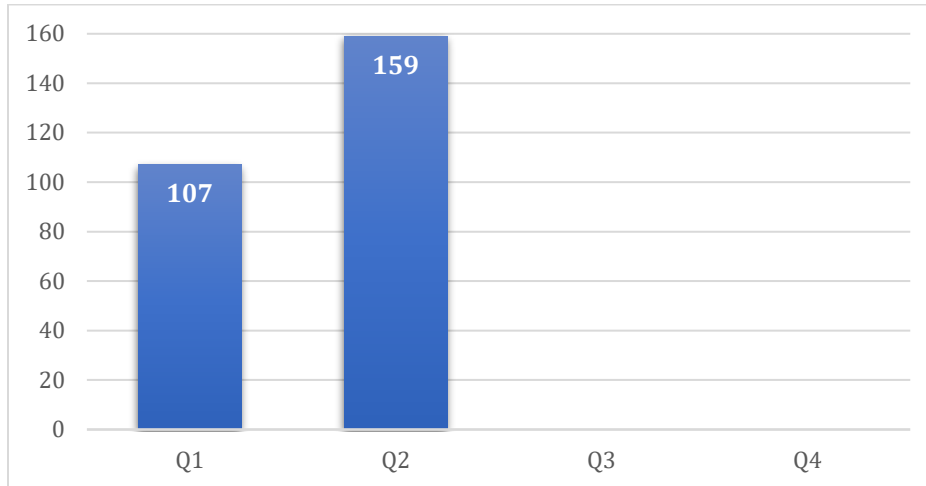
- Opened 4 investigations
- Closed 9 investigations
- Had 34 pending investigations at quarter’s end

**FIGURE 1: THE OIG’S FY25 INVESTIGATIVE ACTIVITY**



The OIG received 159 complaints in the second quarter of FY25.

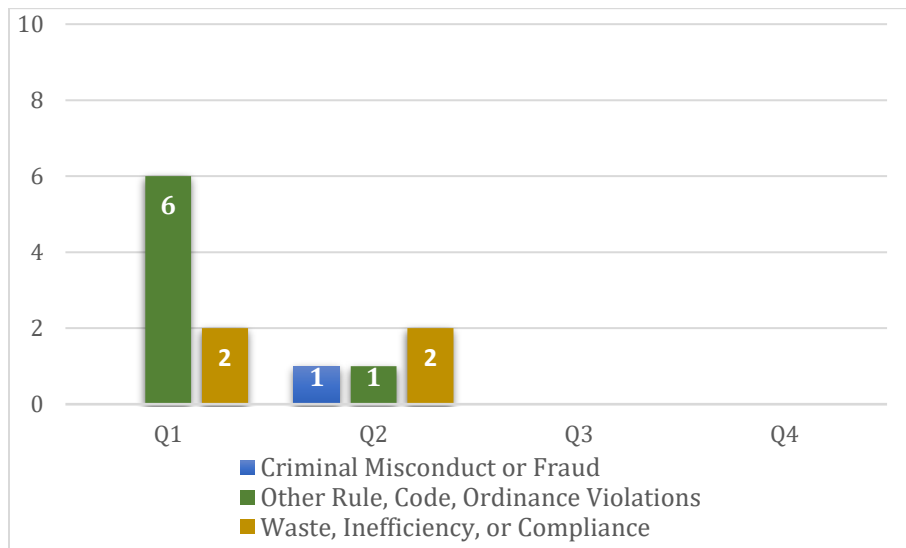
**FIGURE 2: THE OIG'S FY25 COMPLAINT DATA<sup>3</sup>**



With respect to the 4 investigations the OIG opened in the second quarter of FY25:

- 1 of the investigations involved alleged criminal misconduct or fraud;
- 1 of the investigations involved other Rule, Code, or Ordinance violations; and
- 2 of the investigations involved waste, inefficiency, or compliance.

**FIGURE 3: THE OIG'S FY25 INVESTIGATION TYPE DATA**

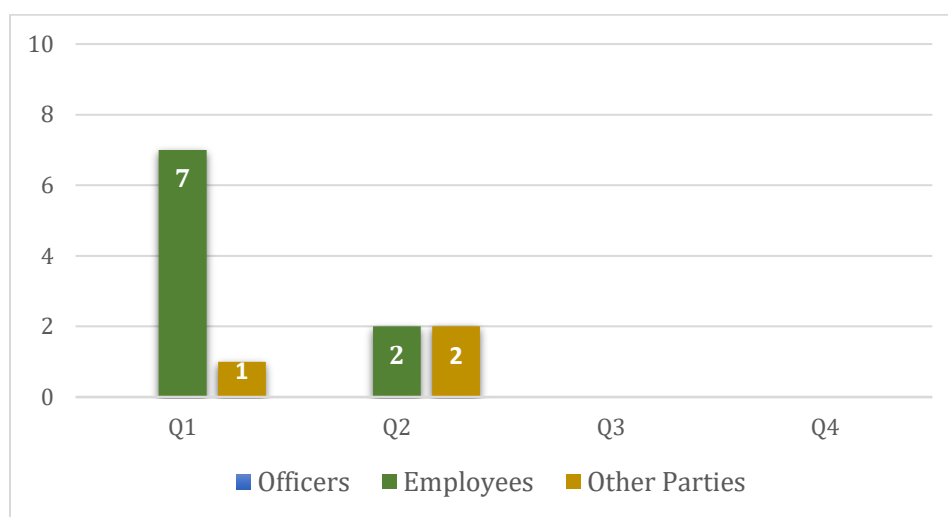


<sup>3</sup> Complaints received reflect the number of contacts received during the quarter and includes OIG-initiated complaints. Matters not within the scope of the OIG's mission are referred to other Park District departments or to external agencies.

With respect to the 4 investigations the OIG opened in the second quarter of FY25:

- 2 of the investigations involved employees; and
- 2 of the investigations involved other parties.

**FIGURE 4: THE OIG’S FY25 INVESTIGATIVE SUBJECTS DATA**



**B. Summaries of the OIG’s FY25 Q2 Substantiated Investigations**

In the second quarter of FY25, the OIG issued four investigative reports with substantiated findings. More specifically:

- In 23-0252, the OIG used surveillances, Illinois Secretary of State records, and records from publicly available databases, among other evidentiary sources, to establish that a non-supervisory Human Resources employee violated the Park District’s City of Chicago residency requirement by residing in Oak Lawn. Accordingly, the OIG recommended that the Park District discharge the employee and place them on the Park District’s ineligible for rehire list. Following the issuance of the OIG’s report, the employee was discharged and placed on the ineligible for rehire list.
- In 23-0468, the OIG established that a Park District Activities Instructor fraudulently obtained two federal Paycheck Protection Program loans. Accordingly, the OIG recommended that the Park District discharge the Activities Instructor and place them on the Park District’s ineligible for rehire list. Following the issuance of the OIG’s report, the employee was discharged and placed on the ineligible for rehire list.
- In 24-0140, the OIG established that a Workforce Development employee violated the Park District’s Employment Plan during a 2024 Park District hiring sequence by failing to follow the procedures set forth in the Plan regarding the identification of a

conflict of interest. More specifically, the employee stated that they informed multiple Human Resources (HR) employees prior to the interviews of the candidates that they knew one of the candidates—according to the employee, they had worked with that candidate previously, stayed in communication with them after they changed jobs, and contacted the candidate to inform them about the position and encourage them to apply; in addition, one of the employee’s co-workers stated that the employee described the candidate as their friend on multiple occasions. However, each of those HR employees identified by the employee denied that the employee informed them about a potential conflict of interest, as required by Employment Plan rules.

The OIG’s investigation further established that the employee did not serve as an objective evaluator during the hiring sequence, but rather advanced the candidacy of their preferred candidate throughout the process, including by revising their initial interview ratings forms after the interviews had been completed, to increase their preferred candidate’s score and reduce the scores of the majority of the other candidates. Based on its findings, the OIG recommended that the employee receive discipline commensurate with the misconduct detailed in the OIG’s report, including, at a minimum, the receipt of additional training on the relevant provisions of the Employment Plan.

Finally, the OIG’s investigation established that a former HR Manager violated the Employment Plan by failing to collect the interview rating forms from the interviewers at the end of each candidate interview. Accordingly, the OIG recommended that HR instruct and remind its personnel that interviewers are not allowed extra days to complete the ratings forms, but rather are to complete and turn those forms in at the conclusion of each interview. Absent such collection, interviewers could possibly alter the forms or revise their scores, as happened in the present case.

Management’s response to the OIG’s report is due July 23, 2025.

- In 24-0383, the OIG established that a Park Advisory Council (PAC) President violated the PAC Code of Conduct by creating false Chicago Park District invoices related to a nonexistent Park District afterschool program and then submitting them to a private university in an apparent attempt to receive additional financial aid. More specifically, the evidence reflects that the PAC President created at least 13 false invoices that detailed fictitious monthly fees in the amount of \$4,000 that the PAC President was supposedly charged by the Park District for a daily afterschool program. The invoices used the Park District logo, quoted a purported Park District mission statement, and listed the Park District’s website. However, the OIG’s investigation established that there was no such program and that the PAC President was never charged or paid \$4,000 monthly in relation to a Park District program. The

OIG's investigation further established that the PAC President repeatedly made false statements to the OIG about their attempted fraud, first claiming that the invoices were created by an accountant for a non-profit entity, and then, after admitting that they did in fact create the invoices, implausibly claiming that the invoices were meant to reflect \$40 monthly donations they made to the non-profit. Accordingly, for the PAC President's repeated, material violations of the PAC Code of Conduct, the OIG recommended that the President be removed from their PAC.

In response to the OIG's report, the Park District stated that it strongly agreed with the OIG's recommendation that the PAC President be permanently removed and added that the PAC would be instructed to hold an election for President. The Park District subsequently sent notice to the PAC President informing them that they had been permanently banned from serving on any PAC.

### **C. The Park District's Responses to Previously Issued OIG Investigative Reports**

In the second quarter of FY25, the Park District responded to two investigative reports that the OIG issued in the first quarter of FY25: 23-0522 and 25-0116.

- In 23-0522, the OIG recommended that an Activities Instructor, who resigned prior to the conclusion of the OIG's investigation, be designated as Resigned under Inquiry for fraudulently obtaining a PPP loan and then lying to the OIG about their receipt of the loan proceeds during their OIG interview. In response, the District stated that the employee had been designated as ineligible for rehire and that HR had also included a copy of the OIG's report in the employee's personnel file so that if they applied for re-employment with the Park District, the report could be considered before any decisions were made.
- In 25-0116, the OIG recommended that an OIG employee be discharged and placed on the ineligible for rehire list for engaging in a pattern and practice of time falsification and time theft and then making materially false statements throughout their OIG interview in an attempt to minimize or justify their misconduct. Following the issuance of the OIG's report, the employee was discharged and designated as ineligible for rehire.

### III. Summary of the OIG’s FY25 Second Quarter Audit Activity

In addition to the work described below, the OIG’s Department of Audit accomplished the following during the second quarter of FY25:

- The Park District Board approved an OIG-submitted amendment to Chapter 2, Section D of the Chicago Park District Code which explicitly enshrines audit as a function of the OIG and clarifies that, with the OIG now issuing its audit reports publicly, *see* [Office of the Inspector General | Chicago Park District](#), the OIG’s investigative files and reports will remain confidential.
- The Department of Audit finalized 30 internal directives which govern the Department’s operations and ensure compliance with the United States Government Accountability Office’s Generally Accepted Government Auditing Standards (GAGAS or “Yellow Book,” 2024 revision) and the Association of Inspectors General’s *Principles and Standards for Offices of Inspector General* (“Green Book,” 2024 revision).<sup>4</sup>

#### A. Overview of the OIG’s FY25 Q2 Audit Activity

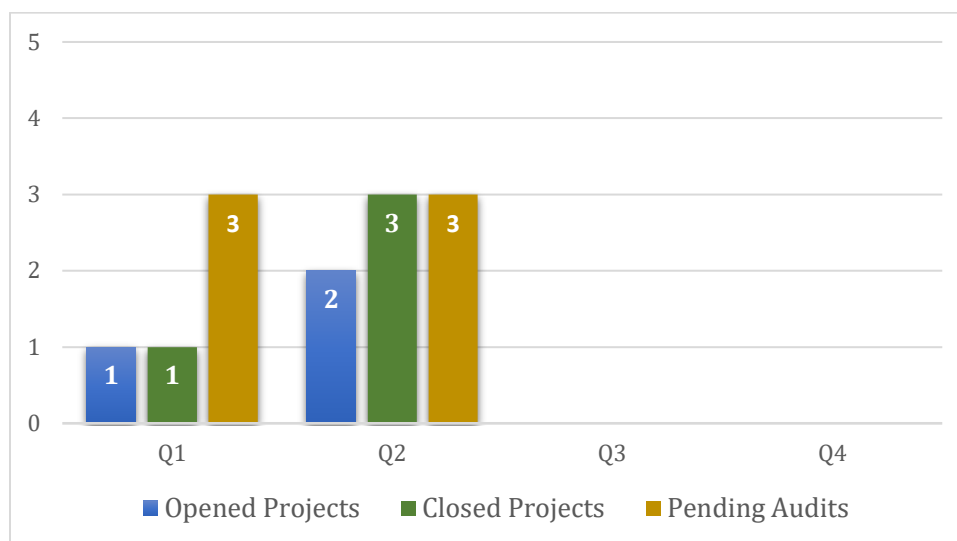
In the second quarter of FY25, the OIG’s Department of Audit:

- Opened two projects (25-0159 – Employment Verification Notification; 25-0181 – Contract Extension Follow-Up)
- Closed three projects (25-0159 – Employment Verification Notification; 25-0181 – Contract Extension Follow-Up; 24-0147 – Lead Testing; *see infra* Section B, below)
- Continued to conduct three projects (24-0344 - IT System Revocation for Separated Personnel; 24-0431 - Vendor Pools; 25-0115 – Performance Evaluations and Pay Schedules)

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<sup>4</sup> United States Government Accountability Office, “Government Auditing Standards 2024 Revisions,” February 2024, accessed July 8, 2025, <https://www.gao.gov/assets/d24106786.pdf>; Association of Inspectors General, “Principles and Standards for Offices of Inspector General,” July 1, 2024, accessed July 8, 2025, <https://inspectorsgeneral.org/blog/newly-revised-aig-green-book-principles-and-standards-for-offices-of-inspector-general-is-now-available-for-download/>.

**FIGURE 5: THE OIG’S FY25 AUDIT ACTIVITY**



**B. Summary of Closed Projects**

In the second quarter of FY25, the OIG closed three projects: 25-0159 – Employment Verification Notification, 25-0181 – Contract Extension Follow-Up, and 24-0147 – Lead Testing.

**1. 25-0159 “The Chicago Park District’s ‘Request for Employment Verification’ Form and Possible Non-Compliance with Illinois Law”**

The OIG issued an internal notification to the Department of Human Resources (HR Department) regarding the District’s “Request for Employment Verification” form. The form requested that job applicants’ current or former employer(s) provide the District with the applicants’ final salary rate. This risked non-compliance with Illinois’s Equal Pay Act of 2003, 820 ILL. COMP. STAT. 112/1 which states, among other relevant provisions, “[i]t is unlawful for an employer to seek the wage or salary history, including benefits or other compensation, of a job applicant from any current or former employer.”

The OIG recommended that the HR Department, in consultation with the District’s Department of Law, review the “Request for Employment Verification” form – in particular the “final salary rate” inquiry – and amend the form as necessary to ensure compliance with Illinois’s Equal Pay Act, and any other relevant statutes, rules, or regulations. The HR Department agreed with the recommendation, stating that they updated the form and removed the question as of May 15, 2025.

## **2. 25-0181 “Follow-Up Audit Regarding the Chicago Park District’s Contract Extension Procedures”**

In November 2024, the OIG issued its report “A Review of the Park District’s Procedures for Extending Vendor Contracts” (OIG report 23-0584).<sup>5</sup> In this report, the OIG found that the Department of Purchasing (Department) did not have written policies governing its contract extension processes. The OIG therefore recommended that the Department create such policies, including a provision requiring a documented justification for an extension. Additionally, the OIG found that the Department was not consistent in requiring the use of its “Extension Option Review” form for documenting extension requests and their approvals or denials. Further, this form did not require any documented justification. Therefore, the OIG recommended the Department more consistently use the form and revise this form to require justification for an extension.

In conducting this follow-up audit to OIG report 23-0584, the OIG determined that the Department’s “Purchasing Manual,” dated June 6, 2025, included language regarding the justification of extensions. Additionally, the Department revised its “Extension Option Form,” instructing users to include a narrative justifying the proposed extension. However, based on the documentation provided by the Department, the Department was inconsistent with requiring utilization of its “Extension Option Review” form, as only 13 of 24 identified extension requests (54.2%) employed the revised version of the form (of the remaining 11, four utilized a letter to the Board of Commissioners, which included a justification instead of the form, four utilized a previous version of the form which did not require a justification, and three did not have any documentation of the request, e.g., a form or letter).

## **3. 24-0147 “Lead Testing”**

The OIG closed project 24-0147 (“Lead Testing”) without issuing a report due, in part, to the fact that the OIG did not find any material deficiencies during the fieldwork it conducted. The OIG will keep the topic of lead testing in consideration for a future Department of Audit project.

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<sup>5</sup> For more information, see the OIG’s 2024 Annual Report: Chicago Park District Office of Inspector General, “2024 OIG Annual Report,” accessed July 8, 2025, <https://www.chicagoparkdistrict.com/media/28536/download?inline>.

## IV. Summary of the OIG's FY25 Second Quarter Hiring Compliance Activity

Pursuant to the Park District Employment Plan, the OIG is responsible for reviewing and monitoring the Park District's hiring and assignment actions to ensure that they comply with the Plan. The OIG reports on its compliance-monitoring activities in each of its quarterly reports.

### A. Proposed Amended Employment Plan

On June 24, 2025, the Department of Human Resources (HR) publicly posted a proposed amended Employment Plan.<sup>6</sup> As background, the Park District's Employment Plan governs the Park District's hiring processes and helps ensure that the Park District is an equal opportunity employer. Pursuant to the Employment Plan, the OIG has a responsibility to review any proposed changes to the Plan and can object to those changes.

The proposed amended Employment Plan, among other changes, would move the rules governing the Ineligible for Rehire process from the Plan to the HR Policy and Procedures Manual. This reorganization aligns with the structure of the analogous provisions in the City of Chicago Hiring Plan. In addition, the amended Employment Plan would allow HR to create a pre-qualified list of candidates for certain positions, comprised of qualified candidates for Park District employment who were not selected for employment due solely to limited vacancies available at the time of selection.

The OIG issued report 25-0283 in response to the posting of the proposed amended Employment Plan, in which the OIG stated that it approved the language of the amended Employment Plan, with the expectation that the minor edits and corrections identified in that memo would be made prior to the finalization of the Amended Employment Plan. The proposed amended Employment Plan will be posted on the Park District's website for review and comment until July 23, 2025. Pursuant to Section V(A) of the Employment Plan, given that the OIG did not object to the proposed changes, following the end of the review and comment period, the General Superintendent will determine whether the proposed changes to the Employment Plan will be approved.

### B. Employment Plan Training for HR Staff

On June 18, 2025, the OIG held an in-person Employment Plan training for HR staff. As background, the Employment Plan requires HR and the OIG to provide, at least once a year, "training programs for all staff within HR to [en]sure they are aware of and knowledgeable

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<sup>6</sup> Chicago Park District, "Proposed Amended Employment Plan," June 23, 2025, accessed July 10, 2025, <https://www.chicagoparkdistrict.com/media/36381/download?inline>.

about the Employment Plan.” Any staff that were not able to attend the in-person training were required to complete a comprehensive online training regarding the Employment Plan that the OIG prepared.

### **C. The OIG’s FY25 Second Quarter Hiring Sequence Audit Reports**

In the second quarter of FY25, the OIG issued three hiring sequence audit reports (25-0128, 25-0176, and 25-0180).

- In 25-0128, the OIG conducted an audit of the hiring sequence for a Park Supervisor of Recreation position and determined that the District complied with the Employment Plan requirements relevant to the hiring sequence.
- In 25-0176, the OIG conducted an audit of the hiring sequence for a Physical Instructor position. The OIG determined that the District generally complied with the requirements of the Employment Plan. However, the OIG was unable to determine whether the District was in full compliance with the requirements of Section VI(M)(7) of the Plan regarding interview rating forms—in particular whether the forms were completed on the day of the interview—because one of the interviewers failed to date certain of their interview rating forms.
- In 25-0180, the OIG conducted an audit of the hiring sequence for a Special Rec Instructor position. The OIG determined that although the District generally complied with the requirements of the Employment Plan for this sequence, it violated Section VI(E)(3) of the Plan by using applications submitted for the vacancy to select candidates for other requisitions for which the candidates did not apply. Notably, the pending proposed amended Employment Plan does contain language that would allow the District, under certain circumstances, to fill requisitions with candidates who did not apply for those vacancies, using a pre-qualified list. However, that amended Employment Plan is not yet in effect.

### **D. Park District Response to Previously Issued Hiring Compliance Report**

In the second quarter of FY25, the Park District responded to one hiring compliance report that the OIG issued in the first quarter of FY25: 24-0249.

In 24-0249, the OIG established that the Park District violated the Park District Employment Plan by failing to retain certain records related to an IT hiring sequence and also by soliciting input and direction from the hiring department as to which applicants to interview. In addition, the OIG determined that HR staff were not being consistent in whether they required applicants for positions with educational requirements to upload their school transcripts. Finally, the OIG determined that the position description’s inclusion of the

phrase “or an equivalent combination of training and experience” in the “Minimal Qualifications” section created some ambiguity as to which qualifications were actually required and may have resulted in the hiring of an applicant without the desired minimum experience.

Based on its findings, the OIG recommended that HR (1) take steps sufficient to ensure that HR staff are familiar with the record retention requirements of the Employment Plan and Local Records Act and are complying with those requirements; (2) provide HR staff appropriate guidance as to which positions require the provision of transcripts; and (3) going forward, wherever possible, work with hiring departments to eliminate the use of the phrase “or an equivalent combination of training and experience” from positions descriptions or provide greater clarification as to which requirements that phrase applies and greater specificity as to what training and experience would substitute for the detailed requirements.

In summary, the Park District responded as follows:

“In late 2022/early 2023, HR reviewed the Park District Record Retention schedule and set retention periods for the records frequently kept in HR. HR maintains an easy to follow, colorcoded system to address the retention schedule and has made that available through a PowerPoint guide which can be accessed on Sharepoint, and which was distributed to HR staff when it was first created. HR has committed to recirculating the information again given the findings in this OIG report. With respect to transcripts, HR has also indicated that it will reiterate requirements for when transcripts are necessary during the next all staff HR meeting and additionally discuss the requirements when there is an experience equivalency permitted. Concerning the wording of job descriptions, HR recognizes the need to update job descriptions for a number of reasons including the one noted in this recent investigation and is exploring working with a consultant to update them. In the interim, HR in collaboration with Community Recreation is working on updating certain often posted job descriptions, including proving more clarity on what meets minimum requirements.”

The Park District’s full response to the OIG’s 24-0249 report can be found here:  
<https://www.chicagoparkdistrict.com/media/28651/download?inline>

## **E. Review of Exempt List Modifications**

The OIG is responsible for reviewing the Park District’s adherence to the rules set forth in the Employment Plan pertaining to the job titles that are exempt from the Employment Plan procedures.

There were two additions to the Exempt List in the second quarter of 2025:

- Deputy Director of Legislative and Community Affairs (2 positions)

There were two removals from the Exempt List in the second quarter of 2025:

- Director of Marketing and Special Events
- Special Assistant to the President

A copy of the most recently updated Exempt List can be found at:

[CPD Shakman-Exempt List 23.10.12 -2-.pdf \(chicagoparkdistrict.com\)](#)

## **F. Review of Emergency Appointments**

The OIG reviews circumstances and written justifications for any emergency hires made pursuant to the Personnel Rules of the Park District Code. HR reported no emergency appointments during the second quarter of 2025.

## **G. Review of Exempt Management Hires**

HR reported 8 exempt hires during the second quarter of 2025:

- Chief Financial Officer
- Director of Security
- Director of Legislative and Community Affairs
- Deputy Director of Legislative and Community Affairs
- Park Operations Manager, Facilities Management Department
- Staff Assistant to the Chief (2 positions), General Superintendent's Office
- Legal Investigator, OIG

## **H. Monitoring Contacts by Hiring Departments**

Pursuant to the Section XII(A)(1) of the Employment Plan, the OIG is to review all reported or discovered instances where hiring departments contacted HR to lobby for, or advocate on behalf of, actual or potential applicants or bidders for positions that are covered by the Employment Plan, or to request that specific individuals be added to any referral or eligibility list for upcoming jobs at the Park District. HR did not report any improper contacts by hiring departments for the second quarter of 2025.

## **I. Review of "Acting Up" Activity**

The OIG is responsible for reviewing the circumstances when an employee "acts up" (performing all or substantially all of the duties of an employee in a higher-paid classification). Activity in the second quarter of 2025 reflected 181 instances of employees

“acting up” and 3 instances where an employee who had been in “acting up” status was placed back in their position.

#### **J. Review of Written Rationales**

The OIG is responsible for reviewing written rationales when no consensus selection (no one from the approved candidate pool was selected) was reached during a consensus meeting. HR did not submit any “no consensus” letters during the second quarter of 2025.

#### **K. Arbitrations and Grievances**

Pursuant to the Employment Plan, the OIG is to audit arbitrations and grievances involving hiring, promotions, transfers, or allegations of unlawful political discrimination. The OIG received notification from HR that 1 arbitration opinion was issued during the second quarter of 2025. The OIG reviewed that opinion but determined that it did not involve Employment Plan-related issues. HR did not report any Employment Plan-related grievances during this quarter.

#### **L. Hiring Compliance Advisories**

Under the Park District’s Employment Plan, the OIG, in its role as the Compliance Monitor, is to participate in “the development, recommendation and implementation of necessary policy and operating changes.” *See* Section XI(A) of the Employment Plan. In the second quarter of 2025, the OIG was consulted on ten matters and rendered advisory opinions on issues that arose pertaining to implementation or interpretation of the Employment Plan.

## V. OIG Matters Pending Over Six Months

Chapter 2(D)(9) of the Chicago Park District Code provides that the OIG’s quarterly reports “shall identify any investigation, audit or review which has not been completed within six months, and shall state the reasons for failure to complete the investigation, audit or review within six months.”

The OIG has 30 matters that have not been completed within 6 months (28 investigations and 2 audits). The following tables separate these matters into investigations and audits and provide the reasons for the continued pending status.

**TABLE 1: THE OIG’S INVESTIGATIVE MATTERS PENDING OVER SIX MONTHS**

Case Number	Nature of Allegation	Reason
23-0174	Criminal Conduct	Complex investigation – involves multiple allegations of theft.
23-0251	Residency	Resource intensive investigation.
23-0275	Residency	Resource intensive investigation.
23-0416	Time Falsification	Resource intensive investigation.
23-0546	PPP Loan Fraud	Complex investigation – requires the acquisition and analysis of financial records.
23-0547	PPP Loan Fraud	Complex investigation – requires the acquisition and analysis of financial records.
23-0559	Hiring compliance	Complex investigation – multiple allegations.
24-0001	Time Falsification	Complex investigation – requires the analysis of significant records and documents and multiple interviews.
24-0066	Unauthorized Use of Park District Resources	Complex investigation – requires the analysis of significant records and documents and multiple interviews.
24-0079	Criminal Conduct	Complex investigation – requires the analysis of significant records and documents and multiple interviews.
24-0086	Time Falsification	Resource intensive investigation.
24-0132	Inappropriate use of Park District resources	Complex investigation – requires the analysis of significant records and documents
24-0148	PPP Loan Fraud	Complex investigation – requires the acquisition and analysis of financial records.
24-0170	Contract Performance	Complex investigation – requires the analysis of significant records and documents.

24-0241	Failure to follow Park District reporting procedures	Complex investigation – multiple subjects.
24-0250	Time falsification and theft of Park District property	Complex investigation – multiple allegations.
24-0281	Irregularities related to required dog permits	Complex investigation – requires the acquisition and analysis of numerous documents and policies.
24-0288	Residency	Resource intensive investigation.
24-0289	Time falsification	Complex investigation - requires the acquisition and analysis of numerous documents and Park District policies.
24-0304	Hiring Compliance	Complex investigation – multiple subjects.
24-0326	Theft	Complex investigation – multiple subjects.
24-0348	Theft	Complex investigation – requires the acquisition of evidence from multiple sources.
24-0360	Ethics violation	Complex investigation – requires the acquisition and analysis of numerous documents and Park District policies.
24-0371	Check Fraud	Complex investigation – requires the acquisition and analysis of significant records and documents.
24-0399	Ethics Violation	Complex investigation – requires the acquisition and analysis of multiple contractual agreements and Park District policies.
24-0430	Policy Violation	Complex investigation – requires the acquisition and analysis of significant records and documents.
24-0437	Certification Testing Fraud	Complex investigation – multiple subjects.
24-0446	Preferential Treatment	Complex investigation – multiple subjects.

**TABLE 2: THE OIG’S AUDIT MATTERS PENDING OVER SIX MONTHS**

<b>Case Number</b>	<b>Nature of Audit</b>	<b>Reason</b>
24-0344	IT System Revocation for Separated Personnel	Performance Analyst Vacancy <sup>7</sup>
24-0431	Vendor Pools	Fieldwork Delay – requires coordinating with non-District personnel for comparative analysis

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<sup>7</sup> As noted above, one of the OIG’s two budgeted Performance Analyst positions became vacant in January of 2025, and the OIG filled that vacancy as of July 3, 2025.



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The mission of the Office of Inspector General (OIG) is to:

- Investigate allegations of fraud, waste and abuse or misconduct by Chicago Park District employees, Board members, contractors, agents, or volunteers
- Monitor the Park District's compliance with the Employment Plan's rules governing hiring and other employment actions
- Conduct audits to enhance the effectiveness and efficiency of the District, ensure compliance with legal requirements, policies, and best practices, and mitigate risks which could impair the mission of the District.

It is the duty of every employee, Board member, agent, and contractor of the District to report any fraud, mismanagement, waste of funds or resources, abuse of authority, conflicts of interest, ethical violations or other improper act by another involving District business or assets. The Park District Code prohibits retaliation for reporting to, cooperating with, or assisting the Inspector General.

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Submit a report to the Office of Inspector General through one of the following options:

- Online: <https://chicagoparkdistrict.i-sight.com/external/case/new>
- By telephone: (312) 742-3333 (Confidential Hotline)
- By fax: (312) 742-9505
- In writing: Chicago Park District Office of Inspector General, 740 N. Sedgwick St., Suite 300, Chicago, IL 60654
- In person: 740 N. Sedgwick St., Suite 300, Chicago, IL 60654