

Memorandum

To: Peter Neumer, Inspector General

Office of the Inspector General

From: Michael Merchant, Chief of Staff

Cc: Carlos Ramirez-Rosa, Superintendent and CEO

Argentene Hrysikos, Director of Human Resources

Perla Gonzales, Deputy Director of Human Resources

Date: November 25, 2025

Re: OIG Case No. 25-Q4-0102

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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.

For Case No. 25-0102, the Superintendent endorses the response provided by the Human Resources Department (HR) to the OIG earlier this year which was as follows:

- The OIG conducted an investigation regarding a report that a Park District employee was listed as an Area Manager, a *Shakman* exempt position, in the Park District's (District) payroll system, despite being budgeted as and performing the duties of a Senior Project Manager, a non-exempt position, in the Office of Budget and Management (OBM).
- The OIG's investigation determined that, through no fault of the employee, the above-described report was generally accurate.
- More specifically, the evidence reflects that the employee has been performing the duties of a Senior Project Manager for years, even though that position was never posted as a vacancy, and the employee never applied for or was hired for the position, as required by multiple sections of the District Employment Plan.

- Based on District records and interviews, it appears that over a ten-year period, the employee, only after being requested and authorized to do so by their supervisors, began performing work outside of their Area Manager title and then gradually increased that work until they were no longer performing any of the duties of an Area Manager.
- This shift from performing Area Manager work to performing Senior Project Manager work culminated in 2023, when the employee began being budgeted as a Senior Project Manager, even though their official title remained Area Manager in the payroll system.

Upon being informed by Inspector General of the issues, Management agreed with the corrective action suggested by the OIG and posted the Senior Project Manager position as a vacancy in accordance with the requirements of Section V of the current Employment Plan. As noted in the message from the Inspector General, no discipline was recommended at this time.