

CHICAGO PARK DISTRICT
OFFICE OF INSPECTOR GENERAL

Annual Report
2025 | Q4

January 15, 2026



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 2025, the OIG continued to take the steps necessary to provide high-quality oversight to the Park District (District) and also ensure that our own office is comporting with best practices for investigatory and compliance activities. More specifically, the OIG has scheduled its first ever Association of Inspectors General (AIG) peer review to occur in the summer of 2027. It is often, fairly, asked: “Who watches the watchdog?” and peer reviews are one of the best ways to ensure that an OIG is being held accountable in terms of its performance. As the AIG website notes, external peer reviews allow OIGs “to assess if their internal quality control system is suitably designed and operating effectively.”¹ After a site visit consisting of internal and external interviews, and reviews of training files, staff qualifications, operational procedures, closed reports, and their associated files, the peer review team will issue an opinion letter stating whether the OIG’s operations comply with the agreed-upon standards.

Since I began my tenure as Inspector General in August of 2023, the office has conducted a continual assessment of its internal operations, resulting in the implementation of dozens of new directives. This peer review, though, will be an opportunity to have an industry expert assess both how the OIG is complying with those directives and where additional changes could be beneficial.

From a structural perspective, the OIG achieved full staffing in its investigative, audit, and hiring compliance sections for the first time in at least five years. That is reflective of a period of stability that has and will allow the office to gain institutional knowledge and greater familiarity with District operations. Full staffing should also allow the OIG to complete investigations in a timelier manner and issue a greater number of reports from its Audit Department.

For examples of the results of the OIG’s investigative work in the fourth quarter of FY25, see Section II of this report, which has summaries of the reports the OIG issued this quarter, including findings of District employees engaging in the sale of a controlled substance while on the clock and on District property, a lack of compliance with the District’s remote work policy, and a District employee’s commission of PPP loan fraud. For summaries of the OIG’s audit work, see Section III of this report regarding the District’s performance evaluations, as well as the District’s Ineligible for Rehire designation.

¹ See AIG Website: Association of Inspectors General, “Support Oversight Quality With Peer Review,” 2026, accessed January 14, 2026, <https://inspectorsgeneral.org/resources/peer-review/>.

At all times, though, the emphasis at OIG will remain quality not quantity and the office will maintain the attention to detail and procedural integrity that have become our trademark. As evidence of that quality work product, and in an advancement of the interests of transparency, the OIG, following an amendment to the District Code earlier this year, began publishing its audit reports publicly for the first time in the office's history. Thus, the public can now see for itself the level of thoroughness and thoughtfulness that characterizes the OIG's work (see [Office of the Inspector General | Chicago Park District](#)).

For the reasons outlined above and due to the OIG's staff of dedicated public servants, I am extremely excited about what 2026 has in store for the Office.

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

Sincerely,



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 (District) Code, the Office of Inspector General (OIG) is authorized to:

- Investigate allegations of fraud, waste, and misconduct by District employees, Board members, contractors, agents, or volunteers.
- Monitor the 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](#) 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

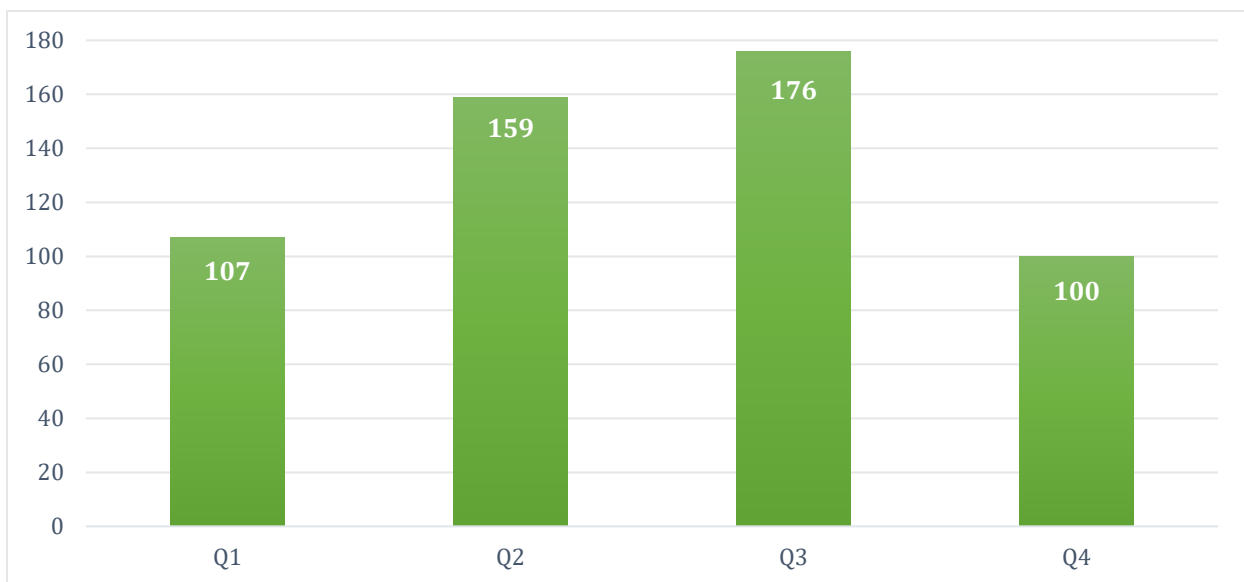
For the 2025 fiscal year (FY26), the OIG's budget was \$1,148,162. For the upcoming 2026 fiscal year (FY26), the OIG's budget is \$1,253,873. At the end of the fourth quarter of FY25, the OIG was staffed as follows: an Inspector General, Deputy Inspector General, Director of Audit, two full-time Performance Analysts, two full-time Legal Investigators, one part-time Investigator, one Hiring Compliance Officer, one Administrative Secretary I, and one part-time Hiring Compliance contractor. The OIG also receives regular support from law enforcement personnel.

II. Summary of the OIG’s FY25 Investigative Activity

A. FY25 Investigative Overview

In the 2025 fiscal year (FY25), as the below charts reflect, the OIG received 542 complaints, opened 36 investigations, and closed 42 investigations. Of the 36 investigations the OIG opened in FY25, 2 involved potential criminal misconduct or fraud, 24 involved other rule, code or ordinance violations, and 10 involved waste, inefficiency or compliance. With respect to the focus of OIG’s investigations, 30 concerned the conduct of an employee or employees, 0 concerned the conduct of an officer or officers, and 6 concerned “other” parties (i.e., patrons, agents, concessionaires, contractors, partners or unknown parties). The OIG has 36 pending investigations.

FIGURE 1: THE OIG’S FY25 COMPLAINTS RECEIVED DATA²



² Complaints received reflect the number of contacts received during the quarter and include OIG-initiated complaints. Matters not within the scope of the OIG’s mission are referred to other District departments or to external agencies.

FIGURE 2: THE OIG'S FY25 INVESTIGATIVE ACTIVITY

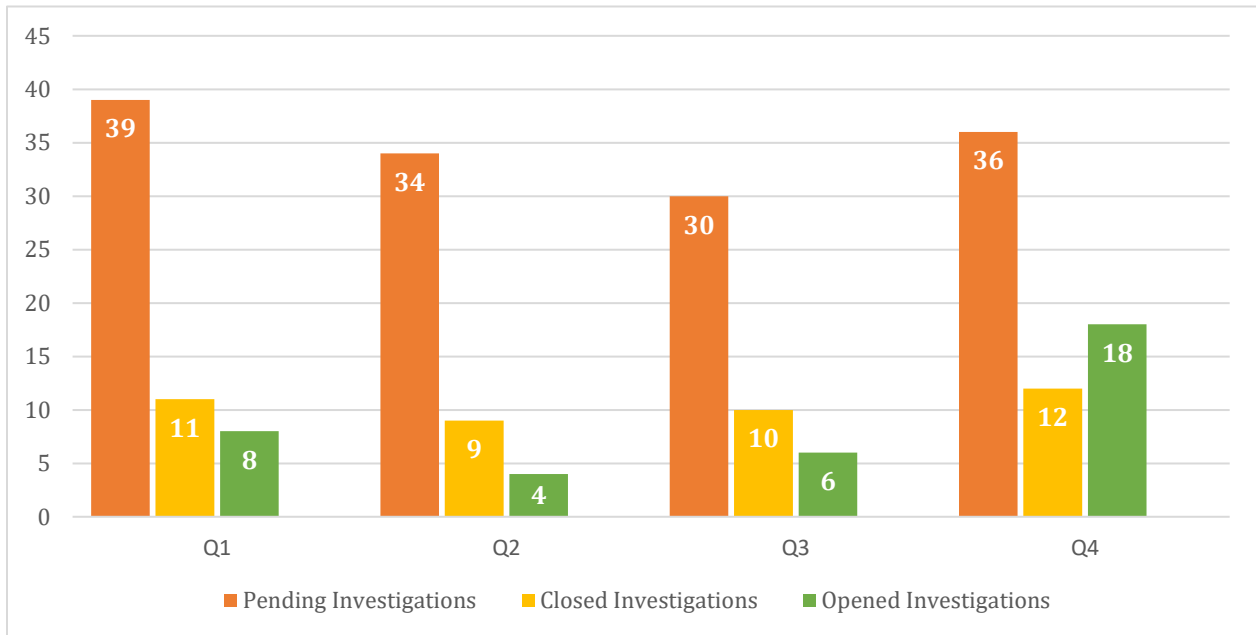


FIGURE 3: THE OIG'S FY25 INVESTIGATION TYPE DATA

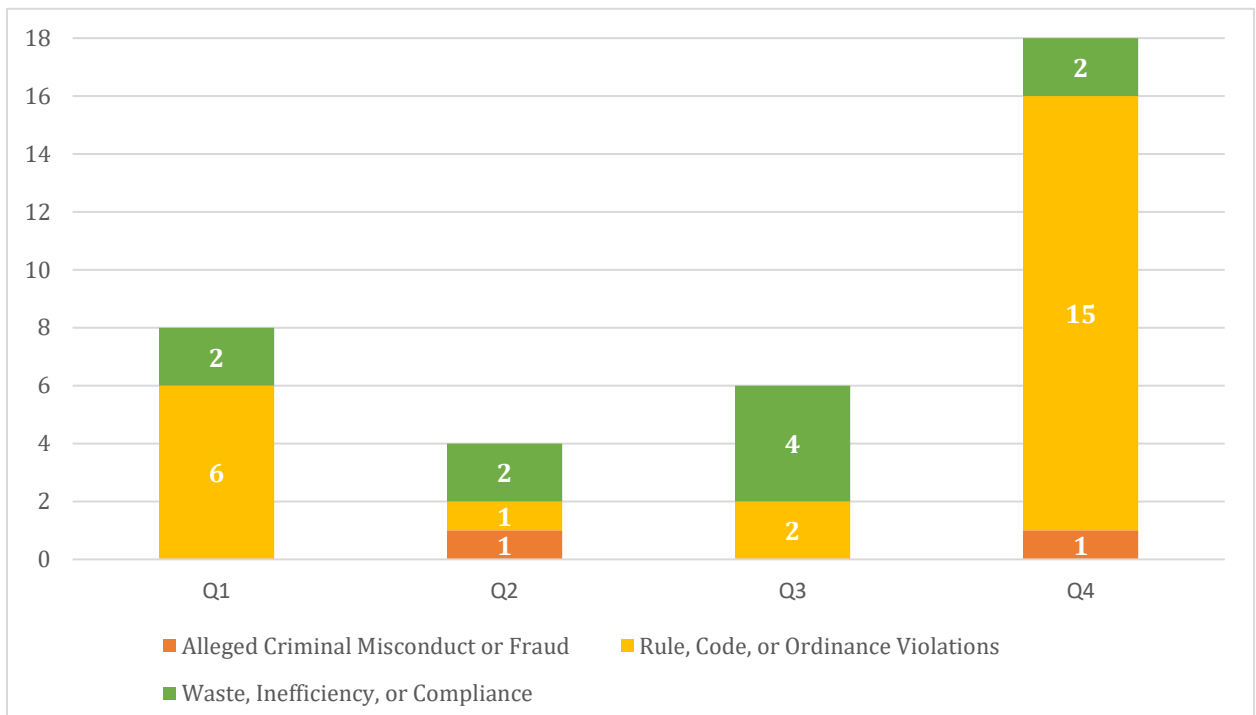
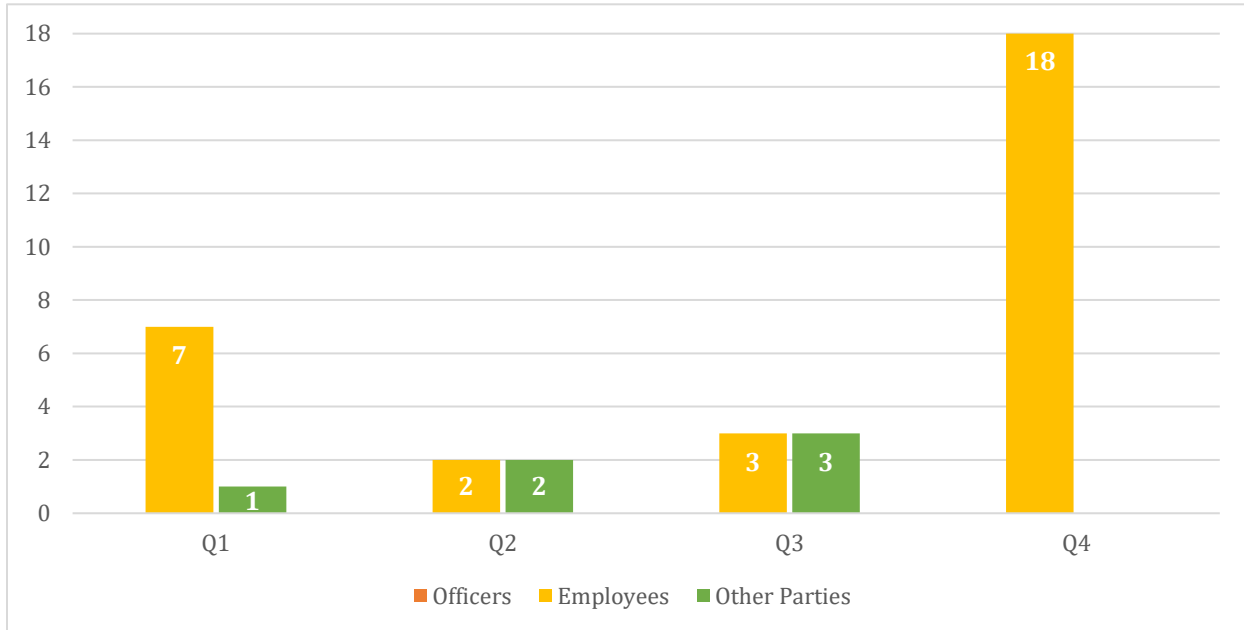


FIGURE 4: THE OIG'S FY25 INVESTIGATIVE SUBJECTS DATA



B. Overview of the OIG's FY25 Q4 Investigative Activity

As the above charts reflect, in the fourth quarter of FY25, the OIG:

- Opened 18 investigations;
- Closed 12 investigations;
- Received 100 complaints; and
- Had 36 pending investigations at quarter's end.

With respect to the 18 investigations the OIG opened in the fourth quarter of FY25:

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

Each of the 18 investigations the OIG opened in the fourth quarter of FY25 involved employees.

C. Summaries of the OIG's FY25 Q4 Investigative Reports³

In the fourth quarter of FY25, the OIG issued five investigative reports with substantiated findings or recommendations. More specifically:

- In 23-0546, the OIG's investigation established that a District Attendant violated the District's Code of Conduct by fraudulently obtaining a federal Paycheck Protection Program loan. Accordingly, the OIG recommended that the District discharge the Attendant and place them on the District's ineligible for rehire list. Following the issuance of the OIG's report, the District discharged the Attendant, designated them as ineligible for rehire, and included a copy of the OIG's report in their personnel file.
- In 24-0001, the OIG conducted an investigation regarding allegations that a Comptroller's Office employee engaged in time theft and was violating the District's telecommuting policy by working remotely more than two days per week. Although the OIG was unable to establish by a preponderance of the evidence that the employee engaged in time theft, the evidence did reflect that the employee, at times, was working remotely more than two days per week. However, the OIG's investigation further established that the employee did so during a time of interim leadership at the Comptroller's Office with their supervisor's either explicit or tacit authorization. The OIG also determined that the employee was not the only Comptroller's Office employee working remotely more than two days per week. Finally, the OIG learned during the course of its investigation that the Department of Human Resources (HR), in certain instances, had not been interpreting the telecommuting policy to limit remote work to two days per week. Accordingly, the OIG did not recommend discipline for the employee. Rather, to address this issue systematically, the OIG recommended that the Comptroller's Office consult with District management and HR to obtain clarification regarding the telecommuting policy, and in particular its per week limitations on remote work, and take action sufficient to ensure that, going forward, all Comptroller's Office employees are in full compliance with that policy. The District's response to the OIG's report is due January 26, 2026.
- In 24-0201, the OIG's investigation established that two seasonal Junior Laborers violated the District's Code of Conduct by engaging in a financial transaction regarding a controlled substance while on-duty and on District property. More specifically, both Junior Laborers admitted to the OIG that while they were on-duty performing cleaning duties at a park, one Junior Laborer found a bag of marijuana, which the other Junior Laborer then purchased from the first Junior Laborer for \$15 or \$20. The OIG would have recommended that the Junior Laborers be discharged, but their District employment ended prior to the conclusion of the OIG's investigation. Accordingly, pursuant to the District's ineligible for rehire policy, the OIG

³ Summaries of the OIG's FY25 Q1, Q2 and Q3 investigative reports are available here: [Office of the Inspector General | Chicago Park District](#).

recommended that the District designate the Junior Laborers as ineligible for rehire. The District's response to the OIG's report is due January 20, 2026.

- In 24-0360, the OIG's investigation established that a Board Commissioner took appropriate action with respect to their company's participation at the 2024 Riot Fest, namely contacting the District Ethics Advisor prior to the Board's September 11, 2024 approval of a special event permit for Riot Fest, not attending that Board meeting or voting on the approval of the permit, and generally acting in accord with the Advisor's guidance. However, the District Ethics Advisor subsequently informed the OIG that they may have provided different guidance to the Board Commissioner had they had a more complete understanding of the relevant facts and the relationship between the involved entities. Thus, understanding that there is no indication that any party deliberately withheld information, to ensure, going forward, that the counsel Commissioners receive in response to ethical inquiries is most appropriately tailored to achieve the transparency aims of the District Ethics Code, the OIG recommended that the Ethics Advisor consider, upon receiving ethical inquiries, drafting an advisory opinion detailing their findings and the facts those findings are based upon, which they would subsequently provide to the inquiring party. Such an opinion could help prevent situations where the Commissioner and the Ethics Advisor do not have a fully shared understanding of the relevant facts.
- In 24-0430, the OIG conducted an investigation regarding an allegation that an HR employee was violating the District's telecommuting policy by working remotely more than two days per week. The OIG established that the HR employee had consistently been working remotely more than two days per week for a period of years. However, the evidence reflected that the employee did so with the knowledge and express approval of their supervisor. As explanation, the supervisor stated that their interpretation of the telecommuting policy was that District employees, in certain instances, can work remotely more than two days per week if they have their supervisor's permission. Although the OIG disagreed with the supervisor's reading of the policy and found it to be inconsistent with the guidance the District has provided to employees regarding remote work, the OIG acknowledged there was some ambiguity in the policy's language. Accordingly, the OIG did not recommend discipline for the HR employee or the supervisor. Rather, the OIG recommended that HR consult with Management and the Law Department to clarify whether supervisors in fact have the ability to approve remote work arrangements such as the HR employee's and then either (1) modify its messaging, including at orientation and to potential District employees, to note that there is not a 2-day per week limit on remote work (and consider amending the language of the telecommuting policy as well, to more clearly detail what options are available to employees and their supervisors); or (2) take action sufficient to ensure that all District employees are in full compliance with the 2-day per week limit on remote work. The OIG noted in its report that absent such

steps, it may appear that certain employees are being afforded preferential treatment, which can result in reduced employee morale, among other negative effects.

In response, the District stated that the employee was now teleworking two days per week, in accordance with the policy. The District further stated that HR had taken the OIG's recommendations and was working with the Policy Division and the Disability Office to review the Telework Policy to better align with the District's operational needs.

D. The District's Response to a Previously Issued OIG Investigative Report

In the fourth quarter of FY25, the District responded to one investigative report that the OIG issued in the third quarter of FY25: 24-0348.

- In 24-0348, the OIG determined that a District Attendant violated the District Code of Conduct by (1) engaging in the theft of private property while wearing District attire and while District records reflect that they were on-duty, and (2) lying to the OIG about the theft during the Attendant's subsequent OIG interview. Following the issuance of the OIG's report, the District discharged the Attendant, designated them as ineligible for rehire, and included a copy of the OIG's report in their personnel file.

III. Summary of the OIG's FY25 Audit Activity

In FY25, the OIG's Department of Audit opened 8 projects, closed 8 projects, and concluded the year with four pending, i.e., in-progress, projects; see Figure 5 below.

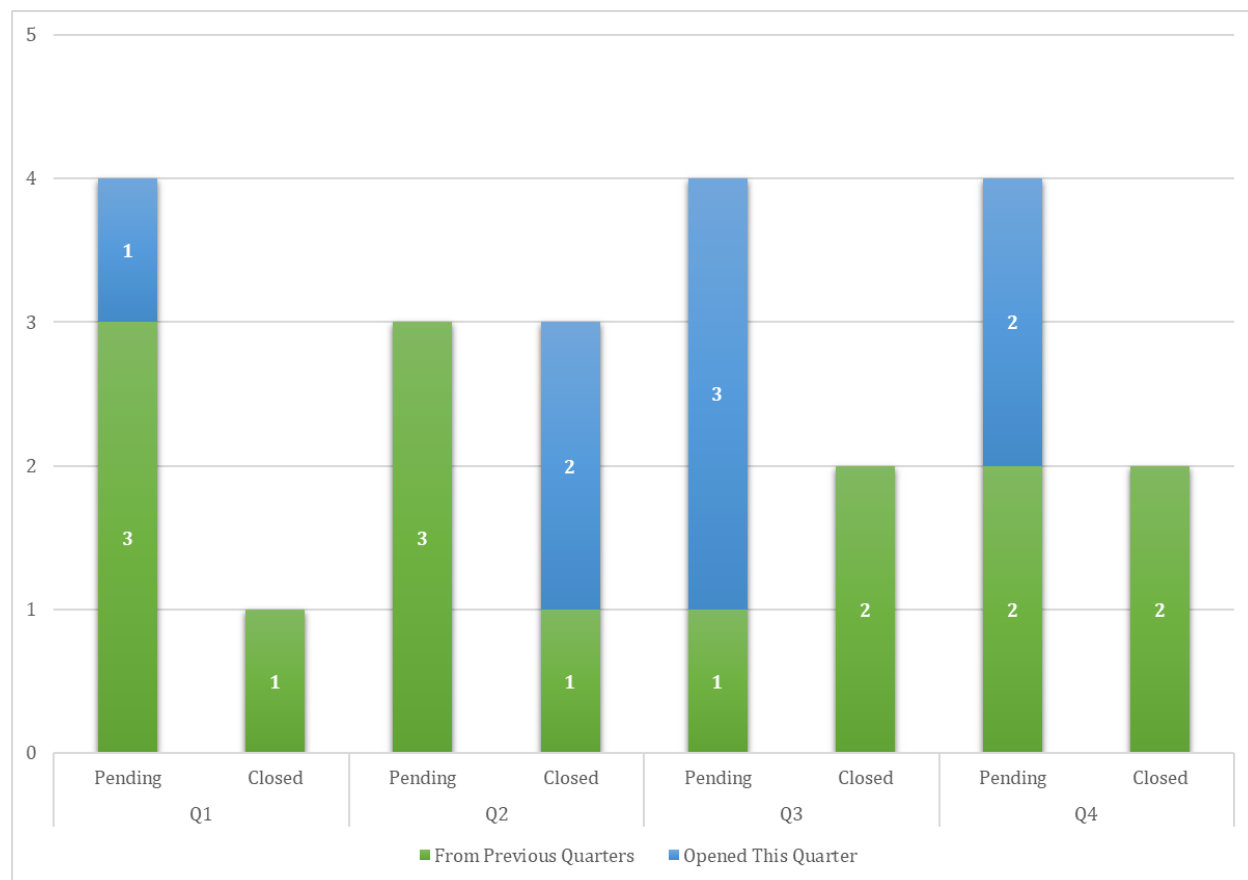
After experiencing vacancies since January 2025, the Department ended the year fully staffed with a Director of Audit and two Performance Analysts. The Department's personnel will increase by one in FY26, as the OIG's FY26 budget includes a third Performance Analyst position. With this increased staffing, the Department expects to more frequently produce audit reports and other work products.

A. Overview of the OIG's FY25 Q4 Audit Activity

In the fourth quarter of FY25, the OIG's Department of Audit:

- Opened two projects (25-0601 – Budget Monitoring; 25-0607 – Fleet Vehicles).
- Closed two projects (25-0115 – “Best Practices and Comparative Analysis regarding Performance Evaluations;” 25-0331 “An Overview of the Chicago Park District's Ineligible for Rehire Designation;” *see infra* Section B, below).
- Continued to conduct two projects (25-0420 – Program Evaluations; 25-0428 – Pay Schedules).

FIGURE 5: THE OIG’S FY25 AUDIT ACTIVITY⁴



B. Summary of Projects Closed in FY25 Q4⁵

In the fourth quarter of FY25, the OIG closed two projects: 25-0115 – “Best Practices and Comparative Analysis regarding Performance Evaluations” and 25-0331 - “An Overview of the Chicago Park District’s Ineligible for Rehire Designation.”

1. 25-0115 “Best Practices and Comparative Analysis regarding Performance Evaluations”

In October 2025, the OIG issued an internal notification regarding the District’s performance evaluations. As background, on March 27, 2025, the OIG launched an audit to evaluate the District’s policies related to performance evaluations and to determine if the District was generally aligned with best practices with respect to these evaluations. However, on July 15, 2025, during the pendency of that audit, the District issued the Executive Summary of the

⁴ Note: This graph refers to the status of the OIG’s Department of Audit’s work at the end of each quarter.

⁵ Summaries of the OIG’s FY25 Q1, Q2 and Q3 audit reports are available here: [Office of the Inspector General | Chicago Park District](#).

District’s “Internal Review of the Douglass Park Shooting.” This document outlined the District’s intended reforms, which included, among other next steps, the intention to “[d]evelop annual employee reviews for non-Union employees and work with the Park District’s labor partners to also implement annual reviews for Union employees.”⁶ In light of the Executive Summary and in an attempt to avoid duplicating efforts, the OIG decided to provide the District with a notification, instead of an audit. This notification utilized the research the OIG already conducted, including a review of best practices and the comparative analyses of policies and collective bargaining agreements, and presented nine considerations which could aid the District as it seeks to develop and implement performance evaluations:

- The District should consider how to best formalize the performance evaluation process, including, but not limited to, developing written policies, communication with employees and documenting the evaluations, e.g., utilizing written evaluations.
- The District should consider establishing appropriate roles and responsibilities for managing and administering performance evaluations, including the review and approval processes, e.g., is the Department of Human Resources responsible for developing policies and procedures; do department heads approve all of their employees’ evaluations, etc.
- The District should consider the appropriateness of creating specialized performance evaluations based on the type of position, given the variety of positions and associated duties and responsibilities.
- The District should consider the scale of the ratings used in performance evaluations, e.g., two potential ratings, five potential ratings, etc. The District should further consider what supporting evidence and examples are needed to substantiate each rating, as well as the documentation and maintenance of this supporting evidence and examples.
- The District should consider setting a standard cadence for performance evaluations, e.g., semi-annual, annual, as well as determine how and when evaluations are to be used during an employee’s probationary period.
- The District should consider how to document that a performance evaluation has been created, reviewed, approved, and presented to an employee and what the documentation of each step indicates; e.g., if the District requires an employee to sign an evaluation after the evaluation has been presented, the District should determine if the signature indicates only receipt of the evaluation or indicates that the employee agrees with the evaluation.

⁶ Chicago Park District, “Internal Review of the Douglass Park Shooting Executive Summary of Findings and Next Steps,” July 15, 2025, accessed January 15, 2026, https://files.chicagoparkdistrict.com/2025-07/Douglass%20Park%20Internal%20Review_Executive%20Summary_07.15.2025_Final.pdf?VersionId=oUMHnweGO1850npCY_Sm.5TnmI9lg1YY.

- The District should consider how it will manage employees' clarifications or rebuttals to performance evaluations, including how the clarifications or rebuttals will be received, documented, used, and maintained.
- The District should consider how to best maintain performance evaluations, e.g., electronic files, within a database, etc., as well as establish policies and procedures for how employees can review their evaluations.
- The District should consider the ultimate purpose of performance evaluations, e.g., for determining merit-based increases, assisting underperforming employees, etc., and ensure the District has appropriate policies, procedures, and resources to meet these ultimate needs.

2. 25-0431 "An Overview of the Chicago Park District's Ineligible for Rehire Designation"⁷

In November 2025, the OIG issued a report regarding the District's Ineligible for Rehire (IFR) designation. As background, the District designates former employees as IFR in order to identify individuals who are barred from re-employment, primarily due to misconduct. The OIG's report on the District's IFR designation contained the following:

1. A historical overview of (a) the rules and policies that governed or govern the District's IFR designation from 2014 to present; and (b) the District's IFR-related processes;
2. A review of comparable IFR-related policies from other jurisdictions, including from the District's sister agencies, Chicago suburbs, and other cities throughout the nation.

As the District had either recently introduced, revised, or refined policies and procedures related to its IFR designation, it would not have been appropriate for the OIG to evaluate and provide recommendations regarding evolving processes which the OIG may evaluate in the future. Instead, this descriptive report was intended to provide clarity regarding the District's IFR designation and related processes, as well as be used as a resource for District employees and members of the public.

⁷ A full copy of the OIG's report can be found here: Chicago Park District, "An Overview of the Chicago Park District's Ineligible for Rehire Designation," November 5, 2025, accessed January 6, 2026, <https://www.chicagoparkdistrict.com/media/39901/download?inline>.

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

Pursuant to the District Employment Plan, the OIG is responsible for reviewing and monitoring the 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. FY25 Fourth Quarter Hiring Compliance Report Summaries⁸

In the fourth quarter of FY25, the OIG issued two hiring compliance reports (23-0559 and 25-0361):

- In 23-0559, the OIG conducted an investigation regarding allegations that (1) a former District Aquatics employee (Employee 1) was improperly removed from the Ineligible for Rehire List and then subsequently rehired by the District; and that (2) a former District Aquatics supervisor (Employee 2) conducted Employee 1's job interview in 2023, even though Employee 2 had a longstanding friendship with Employee 1.

With regard to the first allegation, the evidence reflected that Employee 1 was discharged by the District in 2014 for violating the Code of Conduct and subsequently lost their appeal of that discharge after a hearing in 2015. However, Employee 1 was not designated as Ineligible for Rehire following their discharge or lost appeal and Employee 1 was later rehired by the District in 2022. The OIG was not able to definitively determine whether Employee 1 was required to be designated as Ineligible for Rehire, as Employee 1's 2014 discharge occurred prior to the implementation of the Employment Plan, which, to the OIG's knowledge, was the first written policy concerning the Ineligible for Rehire designation. Relatedly, the OIG did not uncover any evidence that the District intentionally failed to designate Employee 1 as Ineligible for Rehire following their discharge. However, to ensure the appropriate designation of former employees going forward, the OIG recommended that HR create a written policy detailing, among other duties and responsibilities, who within HR is responsible for inputting and maintaining Ineligible for Rehire designations in accordance with the District's 2025 Ineligible for Rehire policy.

With respect to the second allegation, the OIG found that Employee 2 violated the Employment Plan by conducting Employee 1's interview for a Natatorium Instructor position in 2023, even though Employee 1 acknowledged that Employee 1 and 2 were good friends at the time. The OIG also determined that Employee 1 violated the

⁸ Summaries of the OIG's FY25 Q1, Q2 and Q3 hiring compliance reports are available here: [Office of the Inspector General | Chicago Park District](#).

District Code of Conduct by failing to truthfully answer the screening questions for the Natatorium Instructor position.

For Employee 2's violation of the conflict of interest provision of the Employment Plan, the OIG would have recommended that Employee 2 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. However, Employee 2's District employment ended prior to the conclusion of the OIG's investigation. Accordingly, the OIG recommended that the District include a copy of the OIG's report in Employee 2's personnel file, so that if Employee 2 applies for re-employment with the District, the report can be considered before any decisions are made with respect to their application.

For Employee 1's false and misleading responses to the screening questions, the OIG would have recommended that Employee 1 receive discipline commensurate with the misconduct detailed in the OIG's report. However, Employee 1 was discharged from the District in 2024 prior to the conclusion of the OIG's investigation for misconduct unrelated to this investigation. Accordingly, the OIG recommended that the District include a copy of the OIG's report in Employee 1's personnel file for consideration if Employee 1 files a request to remove their existing ineligible for rehire designation. Management's response to the OIG's report is due January 29, 2026.

- In 25-0361, the OIG conducted an investigation of a reported political contact relating to an Alderperson's staff member who forwarded to multiple District employees an inquiry from a constituent related to the District's termination of the constituent's child. The OIG determined that the communication did not constitute an unlawful political contact because while the Director of Constituent Services' email was sent on behalf of a public official, they did not recommend that any employment action be taken in regards to the former District employee and there was no indication that the communication involved political reasons or factors. The OIG further determined that the District sent the email in question to the OIG shortly after receiving it, thus complying with the Employment Plan's requirement that such communications be promptly reported.

B. District Response to Previously Issued Hiring Compliance Report

In the fourth quarter of FY25, the District responded to one hiring compliance report that the OIG issued in the third quarter of FY25: 25-0102.

- In 25-0102, the OIG's investigation established that a District employee who was hired as an Area Manager, a Shakman-exempt position, had been performing the duties of a non-exempt position 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. The OIG recommended that the non-exempt position be posted as a vacancy and filled in accordance with the requirements of the Employment Plan. The OIG further noted that the employee could apply for the position and be considered as part of the applicant pool. Finally, the OIG recommended that the number of Area Manager titles on the Exempt list be reduced from 20 to 19, to reflect that the employee was not and had not been functioning as an Area Manager.

In response, Management stated that upon being informed by the OIG 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.

The District's full response to the OIG's 25-0102 report can be found here:

<https://www.chicagoparkdistrict.com/media/40136/download?inline>

C. FY25 Fourth Quarter Hiring Sequence Audit Reports

In the fourth quarter of FY25, the OIG issued four hiring sequence audit reports (25-0127, 25-0246, 25-0418, and 25-0498):

- In 25-0127, the OIG conducted an audit of the hiring sequence for a Program and Event Coordinator position. The OIG determined that the District did not fully comply with the Employment Plan. More specifically, the District (1) posted the position as a part-time year round position when it was a full-time seasonal/temporary role; and (2) failed to conduct a reference check for the selected candidate as required for external candidates. The OIG acknowledged that the candidate had recently worked for the District as a seasonal employee, which arguably obviated the need for a reference check, making this failure more of a technical violation. The OIG further noted that HR stated that it did not conduct reference checks for seasonal candidates. However, at the present time the Employment Plan does not make an explicit exception for seasonal employees. Accordingly, going forward, the OIG recommended that HR consider how best to address the Plan's reference check requirement with respect to seasonal employees.
- In 25-0246, the OIG conducted an audit of the hiring sequence for a Park Supervisor of Recreation position. The OIG determined that although the District generally

complied with the requirements of the Employment Plan, the minimum qualifications set forth in the District's archived job description did not match the minimum qualifications detailed in the posted job description.

- In 25-0418, the OIG conducted an audit of the hiring sequence for a Park Supervisor of Recreation position. The OIG determined that the District did not fully comply with the Employment Plan because the minimum qualifications listed on the District's archived job description did not match the minimum qualifications of the posted job description.
- In 25-0498, the OIG conducted an audit of the hiring sequence for a Floriculture Apprentice position. The OIG determined that although the District generally complied with the requirements of the Employment Plan for this hiring sequence, the District did not fully comply with the Plan, which sets forth certain requirements for personnel file review for internal candidates and former District employees. More specifically, with respect to the selected candidate, who was a former District employee, HR acknowledged that it did not review the selected candidate's personnel file, as, according to information provided by the HR Recruiter, HR's practice with respect to certain categories of District employees is to check the District's SharePoint system instead of the selected candidate's personnel file. Accordingly, the OIG recommended that HR consider reviewing this practice to determine if it complied with the Plan's requirement that HR review the candidate's personnel file for warnings or suspensions, in addition to an ineligible for rehire designation.

D. FY25 Fourth Quarter Interview Monitoring Reports

In the fourth quarter of FY25, the OIG issued two interview monitoring report (25-0295 and 25-0576):

- In 25-0295, the OIG monitored the interview of a Playground Safety Inspector position. The OIG determined that while the District generally complied with the Employment Plan's requirements, the District was not in full compliance with the Plan, as four of the five candidates included on the Minimally Qualified List that were interviewed for the position did not possess a required certification listed in the Playground Safety Inspector job description (the selected candidate did have the required certification). As explanation, the Recruiter stated that the four candidates may have been able to obtain the certification before the interview and they wanted to provide them with the benefit of the doubt. Accordingly, the OIG recommended that HR consider taking action sufficient to ensure that HR Recruiters understand that any candidate who does not possess a required certification or listed minimum qualification should not be included on the interview list.

- In 25-0576, the OIG monitored the interview of a Park Supervisor of Recreation position and determined that the District generally complied with the Employment Plan's requirements for these interviews.

E. Review of Exempt List Modifications

The OIG is responsible for reviewing the 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 zero additions to the Exempt List in the fourth quarter of 2025.

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 District Code. HR did not report any emergency appointments during the fourth quarter of 2025.

G. Review of Shakman-Exempt Management Hires

HR reported one exempt hire during the fourth quarter of 2025:

- Human Resources Manager, HR Department.

H. Monitoring Contacts by Hiring Departments

Pursuant to 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 District. HR reported zero improper contacts by a hiring department in the fourth 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 fourth quarter of 2025 reflected 4 instances of employees "acting up" and 11 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 fourth 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 10 grievances were filed during the fourth quarter of 2025. The OIG reviewed those grievances and determined that none of those grievances involved Employment Plan-related issues. The OIG received notification from HR that zero arbitration opinions were issued during the fourth quarter of 2025.

L. Hiring Compliance Advisories

Under the 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 X(A) of the Employment Plan. In the fourth quarter, the OIG was consulted on six matters and rendered advisory opinions on issues that arose pertaining to implementation or interpretation of the Employment Plan, including in 25-0545.

- In 25-0545, the OIG received an inquiry from HR regarding the possible reclassification of a District employee from Program & Event Facilitator to Project Manager. The OIG, following a review of the District’s Employment Plan and the reclassification standards set forth in the City of Chicago Personnel Rules, determined that reclassification could be appropriate for the Program & Event Facilitator if: 1) the reclassification did not result in a salary increase or a promotion for the incumbent; and 2) the incumbent was able to perform the essential functions of the reclassified position and met the minimum qualifications required of the reclassified position. HR subsequently submitted a reclassification memo recommending that the employee be reclassified from Program & Event Facilitator to Project Manager and the OIG responded: “[B]ased on the information provided and assuming the reclassified employee’s salary stays the same following the reclassification, the OIG does not view this reclassification as being violative of the Employment Plan.”

V. OIG Matters Pending Over Six Months

Chapter II(D)(9) of the 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 24 matters that have not been completed within 6 months (24 investigations and 0 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.
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 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 records and documents.
24-0241	Failure to follow District reporting procedures	Complex investigation – multiple subjects.
24-0250	Time falsification and theft of 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.
24-0304	Hiring Compliance	Complex investigation – multiple subjects.
24-0326	Theft	Complex investigation – multiple subjects.
24-0399	Ethics Violation	Complex investigation – requires the acquisition and analysis of multiple contractual agreements and District policies.

24-0437	Certification Testing Fraud	Complex investigation – multiple subjects.
24-0446	Hiring Compliance	Complex investigation – multiple subjects.
25-0024	Time Falsification	Resource intensive investigation.
25-0070	Residency	Resource intensive investigation.
25-0197	Criminal Conduct	Complex investigation – multiple subjects.
25-0200	Failure to follow District policy	Complex investigation – requires research regarding District policies.
25-0231	Time Falsification	Resource intensive investigation.
25-0247	Residency	Resource intensive investigation.
25-0248	Hiring Compliance	Complex investigation – requires the acquisition and analysis of numerous records and documents.
25-0274	Hiring Compliance	Complex investigation – requires the acquisition and analysis of numerous records and documents.



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

- Investigate allegations of fraud, waste and abuse or misconduct by Chicago Park District (District) employees, Board members, contractors, agents, or volunteers
- Monitor the 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 District Code prohibits retaliation for reporting to, cooperating with, or assisting the Inspector General.

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