



Administration Office

4830 S. Western Avenue
Chicago, Illinois 60609
(312) 742-7529
www.chicagoparkdistrict.com

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Rosa Escareño

City of Chicago
Brandon Johnson
Mayor

February 1, 2024

Peter Neumer
Inspector General
Chicago Park District OIG
740 N. Sedgwick, Suite 300
Chicago, IL 60654

Re: IG Report 23-Q4-0597 - Employment Plan – Training Requirements

Dear Inspector General Neumer,

I am writing in response to the Office of Inspector General ("OIG") Report No. 23-Q4-0597, dated December 22, 2023, which concerns a violation of the Employment Plan ("Plan") of the District and therefore requires a response by the Superintendent pursuant to Section V.G(5) of the Plan.

The report concludes that the OIG and the District have not been in full compliance with a variety of training requirements set forth in the Plan related to hiring. For example, under the Plan the OIG and the Human Resources Department (HR) are to provide annual training for all HR staff on the provisions of the Plan and train all employees who may interview job applicants on the Plan's requirements and prohibitions with respect to the interview process.

As detailed in Report No. 23-Q4-0597, the OIG and HR have taken significant steps toward full compliance with Section V(C) of the Plan, including: developed a comprehensive training document for HR staff on the requirements and prohibitions under the Plan and now have posted that training in the Success Center; held a two-hour in-person training for eighteen HR staff using the new training document as a guide. There is also ongoing work between OIG and HR achieve compliance with Plan requirements for training specific to employees serving as interviewers in the hiring process, with the goal of full compliance with Section V(C)(3) being reached by the end of the second quarter of 2024. As such, the OIG makes no further specific recommendations for District management in this area at the present time.

Thank you for your report and for our continued collaboration to review and implement the Plan.

Sincerely,

A handwritten signature in black ink, appearing to read "Rosa Escareño".

Rosa Escareño

General Superintendent and CEO

Cc: Argentene Hryikos
Director of the Department of Human Resources