

2017 FIRST QUARTER REPORT

I. INVESTIGATIONS

A. EMPLOYEE ARRESTED FOR VIOLATING TERMS OF DUI ARREST DRIVING FOR WORK ON SUSPENDED LICENSE

An OIG investigation established that an inspector was driving for work every day for more than a year on a suspended driver's license. The suspension of the employee's driver's license was the result of two separate arrests: the first for DUI and the second arrest for operating a motor vehicle that was not equipped with a breathalyzer unit as required by court order.

The employee received mileage reimbursement totaling \$5,000 during the period when the employee's driver's license was suspended. The employee also made false statements by attesting that he/she "held a valid Illinois driver's license" on each of the mileage reimbursement forms submitted for payment.

The OIG recommended that the Park District take disciplinary action up to and including the termination of the inspector's employment. The employee was terminated.

B. ONGOING: PARK DISTRICT EMPLOYEE INDEBTEDNESS TO THE CITY OF CHICAGO

The OIG's 2016 Fourth Quarter Report highlighted an ongoing review of Park District employee indebtedness to the City of Chicago. It is a violation of the Park District employee rules to have unresolved final debts to the City. The Report noted that, collectively, Park District employees owed the City \$263,000 in outstanding debts. Of that amount, \$116,000 was attributable to approximately 135 former and seasonal employees and \$147,000 was owed by nearly 250 current employees. The employees were notified of the indebtedness and provided directions on how to come into compliance. By the end of the 2016, 26 employees had paid their debts in full, entered into a payment plan, or demonstrated proof that the debts had been discharged.

In the first quarter of 2017, an additional 113 employees showed proof of compliance. The OIG recommended that the Park District initiate disciplinary proceedings or

monitor the compliance of 29 employees who had not paid the debts and who provided no indication that they were addressing them.

The OIG was in the process of confirming the status of the debts of the remaining employees.

C. REVIEW OF PARK DISTRICT VOLUNTEERS

As part of its screening of volunteer applications, the Park District checks the applicants' names against the Illinois Sex Offender Registry. In the first quarter of 2017, the OIG conducted a review of all current Park District volunteers against the Registry and found no matches.

D. RESIDENCY VIOLATION: PARK DISTRICT SECURITY EMPLOYEE LIVING IN ELMWOOD PARK

An OIG investigation found that a Park District Security employee lived in Elmwood Park in violation of the personnel rule that requires Park District employees to live within Chicago's city limits. Documentary evidence and surveillances during the investigation established that the employee lived outside of Chicago.

The Security employee resigned under investigation. Had the employee not resigned, the OIG would have recommended termination.

II. 2017 CASELOAD INFORMATION

Investigations by Quarter					
	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	2017 Total
Opened	22				
Closed	140				
Pending	151♦				

♦ Includes carry-over from previous quarter.

Reviews by Quarter

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	2017 Total
Opened	4				
Closed	1				
Pending	4♦				

♦ Includes carry-over from previous quarter.

Nature of Investigations and Reviews Initiated by Quarter

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	2017 Total
Criminal Misconduct or Fraud	4				
Waste and Inefficiency	4				
Other Rule, Code, Ordinance Violations	18				

Audits by Quarter

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	2017 Total
Opened	3				
Closed	2				
Pending	3♦				

♦ Includes carry-over from previous quarter.

Investigated Parties

	First Quarter	Second Quarter	Third Quarter	Fourth Quarter	2017 Total
Officers	0				
Employees	3				
Other (Agents, concessionaires contractors, other parties)	19				

Cases Pending Over Six Months

[9]

Reasons

Complex investigation that generally involve difficult issues or multiple subjects: [5]

On hold pending a criminal investigation: [1]

Available time & resources: [3]

III. COMPLIANCE MONITORING ACTIVITY — FIRST QUARTER 2017

In 2015, the Park District was released from a federal court consent decree that covered its hiring policies and procedures because of historical political patronage hiring practices. As one of the conditions of release from the consent decree, the Park District created an Employment Plan that introduced new rules and procedures related to hiring and employment decisions. As Hiring Monitor, the OIG reviews and monitors the Park District’s compliance with the Employment Plan on a regular basis. The OIG reports on its compliance monitoring activities in each its quarterly reports.

A. MONITORING CONTACTS BY HIRING DEPARTMENTS

The OIG reviews all reported or discovered instances where hiring departments contacted Human Resources 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.

Human Resources did not report any contacts by hiring departments in the first quarter of 2017.

1. Review of Exempt List Modifications

The OIG reviews the Park District's adherence to exemption requirements and modifications to the list of positions that are Exempt from the Employment Plan procedures.

There were no Exempt List Modifications made during the first quarter of 2017.

2. Review of Exempt Management Hires

The Park District placed employees in the following Exempt positions during the first quarter of 2017:

1. Director of IT
2. IT Manager
3. 2 Area Managers
4. Deputy Director of Budget

3. Review of Written Rationales

The OIG reviews written "no consensus" rationales when no one from the approved candidate pool was selected during a hiring round.

The OIG reviewed one no consensus rationale during the first quarter of 2017 for the Senior Budget Analyst position.

4. 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.

There were no emergency appointments in the first quarter of 2017.

5. *Review of “Acting Up” Activity*

The OIG reviews all circumstances where employees are “acting up” (performing all or substantially all of the duties of an employee in a higher-paid classification).

The Park District reported the following instances of employees “acting up” through the end of the first quarter of 2017:

- Physical Instructor acting up as Park Supervisor
- IT Manager acting up as Director of IT

B. COMPLIANCE MONITORING — AUDITS

1. *Review of Notices of Job Opportunities*

The OIG audits modifications to minimum requirements and screening and hiring criteria and modifications of class specifications, minimum requirements, or screening and hiring criteria.

During the first quarter of 2017, the OIG noted no compliance issues with the minimum requirements and other criteria related to posting of Notices and Job Opportunities.

2. *Review of Qualified Applicants/Bidders Lists*

The OIG audits the lists of applicants/bidders who meet the predetermined minimum qualifications for the position (as generated by Human Resources). For the first quarter of 2017, the OIG’s review of the lists of applicants/bidders for positions revealed no significant issues.

3. *Review of Candidate Testing*

No activity in the first quarter of 2017.

4. *Arbitrations and Grievances*

The OIG audits all arbitration and grievances involving hiring, promotions, transfers or involving allegations of unlawful political discrimination.

The Park District did not report any arbitrations or grievances in the first quarter of 2017.