



CITY OF CHICAGO
OFFICE OF INSPECTOR GENERAL

20
26

Quarterly Report: First Quarter 2026

April 15, 2026

DEBORAH WITZBURG | INSPECTOR GENERAL FOR THE CITY OF CHICAGO

To the Mayor, City Council, City Clerk, City Treasurer, and Community Members of the City of Chicago:

Enclosed for your review is the public report on the operations of the City of Chicago Office of Inspector General (OIG) during the first quarter of 2026, filed with City Council pursuant to Section 2-56-120 of the Municipal Code of Chicago (MCC).

This quarter's report is the last of my term as Inspector General. It has been an extraordinary privilege to serve in this role, and I leave this position with gratitude for my time in it and for all that my colleagues have accomplished in that time. I believe I will leave OIG more independent and more effective than I found it, and I look forward to the Office's long-term stability and success.

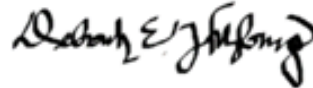
During my term, we have prioritized work which pays down the deficit of legitimacy at which the City of Chicago operates with its residents – work which promotes integrity, as our statutory mandate commands. The extraordinary investigative work reported here reflects those priorities and the results of our efforts to more rigorously enforce the rules which stand between us and a government Chicagoans have no reason to trust. We are, in this work, holding bad actors to account regardless of title or position, with our efforts animated by the notion that Chicagoans deserve better than what they have always gotten from their government.

In this quarter, among others, we report a lengthy and detailed investigation into the Chicago Police Department's (CPD) mishandling of its investigation into the death of an individual struck by a vehicle driven by a Chicago Fire Department (CFD) member. We report a sprawling investigation into time falsification, drinking alcohol on the clock, and failure to adequately supervise which resulted in findings against 14 City employees, many of whom were drinking in bars when they should have been working at O'Hare International Airport. We report 10 sustained investigations into Paycheck Protection Program (PPP) loan fraud, nine of them into current or former CPD members and one into a City Council employee. Our investigative efforts around PPP fraud continue; eight more sustained investigations are with CPD awaiting responses. We report an OIG investigation which revealed that a former high level Mayor's Office employee used their City title and its authority to solicit a job for their child from the president of a City contractor; while their child worked for the contractor, the senior staff member attempted to increase the scope of the contractor's work for the City, allowed the contractor to perform unauthorized work for the City, and attempted to facilitate \$9.6 million in payments to the contractor to which the contractor was not entitled. Another investigation reported here revealed that an alderperson violated their fiduciary duty to the City when they unilaterally removed a City officer from a term-protected position established by City ordinance.

Some of the investigative work we report this quarter was hampered by the City's withholding information from OIG. The City's compliance with its obligations to cooperate with OIG should be an area of ongoing concern; we have improved and clarified the law around OIG's access to City records, but that law is only as good as the City's compliance with it. All those with a stake in a more effective, more accountable City government ought to be vigilant to threats to OIG's effectiveness and independence, and should swiftly and loudly condemn efforts to undermine or interfere with OIG's work.

There is so much left to do in the effort to build a City government which more closely resembles the one Chicagoans deserve. I hope that during my time here, despite challenges and obstructions in the path, we have pushed a very heavy boulder up a very steep hill a little bit. I am a true believer in the mission of this Office, and I fiercely love this City. It's the home I chose and the place my children are from, and I will watch with gratitude and admiration as OIG continues the messy, challenging, and vital work of making it better.

Respectfully,

A handwritten signature in black ink, appearing to read "Deborah Witzburg". The signature is fluid and cursive, with a large, stylized initial 'D'.

Deborah Witzburg
Inspector General
City of Chicago

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This quarterly report provides an overview of the operations of OIG from January 1, 2026, through March 31, 2026, and includes information required by the MCC.

I | Mission of the Office of Inspector General

OIG’s mission is to promote economy, effectiveness, efficiency, and integrity by identifying corruption, waste, and mismanagement in City government.¹ OIG accomplishes its mission through administrative and criminal investigations; program and policy work on effectiveness, efficiency, and equity; and transparency initiatives.

When OIG investigates and sustains allegations of misconduct, it issues summary reports of investigations to the appropriate authority, City management officials, and/or the Office of the Mayor, with investigative findings and recommendations for corrective action and discipline. Narrative summaries of sustained administrative investigations, i.e., those typically involving violations of the City’s Personnel Rules, Debarment Rules, and Ethics Ordinance—and the resulting department or agency actions—are released in quarterly reports. OIG’s investigations resulting in criminal sanctions or civil recovery actions are summarized in quarterly reports following public action (e.g., indictment) and updated in ensuing quarterly reports as court developments warrant.

OIG’s performance audits, programmatic inquiries, advisories, and other reports are directed to the appropriate agency for comment and response, and are then [published on the OIG website](#). From time to time, OIG also issues notifications to a City department for attention and comment; those notifications are summarized, along with any response, in the ensuing quarterly report.

OIG’s data analysis and visualization work is available on its [Information Portal](#).

Finally, OIG issues reports as required by the City’s hiring and employment plans and policies and as otherwise necessary to carry out its functions in overseeing hiring and promotion processes across the City.

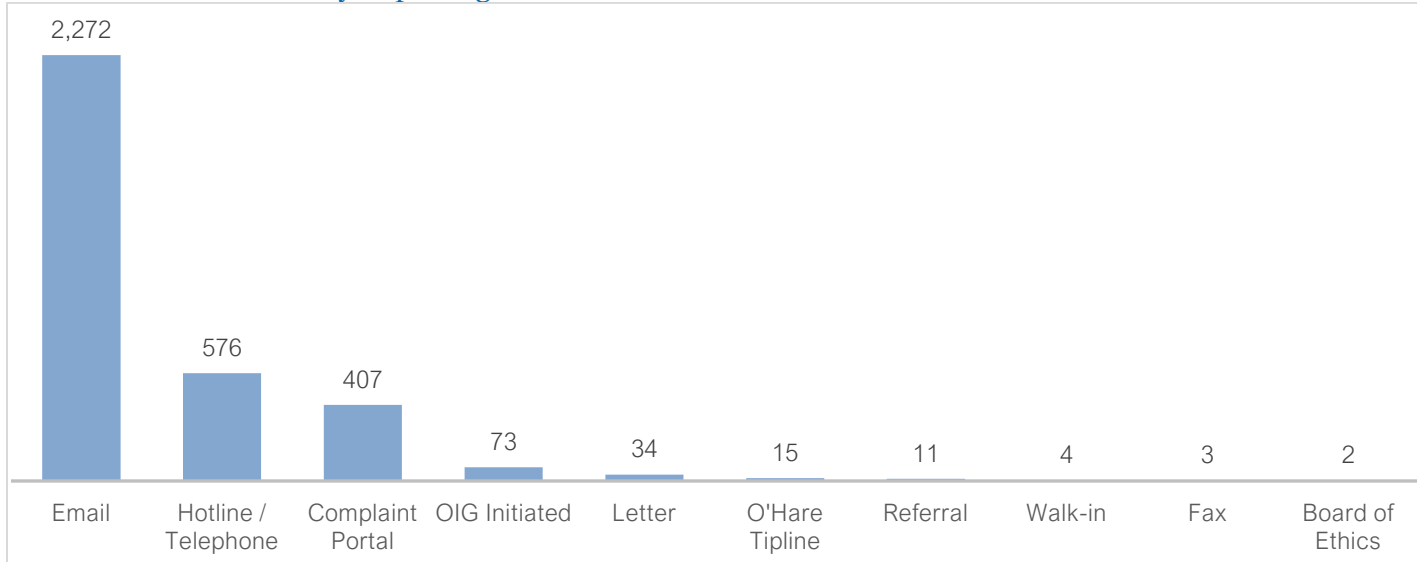
¹ “City government” includes the City of Chicago and any sister agency which enters into an Intergovernmental Agreement with the City for the provision of oversight services by OIG.

II | Intakes

1 | Intakes Received This Quarter

OIG received 3,397 intakes this quarter. The following chart shows the various reporting methods by which those intakes were received.

Intakes Chart 1: Intakes by Reporting Method



In determining whether to open an inquiry into issues raised during intake, among other factors, OIG evaluates the nature of the issue raised; which of OIG’s sections might be best equipped to address the issue; and, if an intake alleges misconduct, the potential magnitude or significance of the allegations.² Following this review, OIG may open an investigative or non-investigative inquiry, decline an intake, or refer it to another agency or City department. The following information outlines the actions OIG has taken in response to intakes received this quarter.

In Q1 2026, OIG made 294³ intake referrals to City departments⁴ or other agencies.⁵ The total number of referrals (see chart below) may be greater than the number of OIG referred intakes, as a single OIG intake may be referred to more than one agency.

² As further described below, some intakes are discontinued when, after review in OIG’s intake process, they are determined to be not amenable to further consideration.

³ OIG referred 294 intakes to the agencies listed in Table 1. Some intakes were referred to more than one agency, resulting in a total of 299 referrals.

⁴ OIG refers intakes to other City departments under limited circumstances. These circumstances include, but are not necessarily limited to, intakes involving CPD members which are referred pursuant to the consent decree entered in *Illinois v. Chicago*, intakes involving allegations of violations of the City’s Diversity and Equal Employment Opportunity Policy, and intakes which provide notification of publicly available information on an arrest of a City employee.

⁵ Pursuant to MCC § 2-56-120, OIG does not report here referred intakes in which “(i) the complaint addresses potential criminal conduct and has been referred to a state or federal law enforcement agency, and (ii) the investigation of the conduct at issue is ongoing, and (iii) in the judgment of the inspector general, public disclosure of the referral would compromise the effectiveness of the investigation.”

Table 1: Referred Intakes

Referred Agency	Number of Referrals
Chicago Police Department	146
Civilian Office of Police Accountability	77
Chicago Fire Department	13
Office of Inspector General for the Chicago Board of Education	10
Chicago Department of Human Resources	8
Chicago Office of Emergency Management and Communications	5
Office of Executive Inspector General for the Agencies of the Illinois Governor	5
Chicago Department of Streets and Sanitation	4
Chicago Department of Transportation	4
Chicago Department of Water Management	4
Chicago Department of Aviation	3
Chicago Department of Fleet and Facility Management	2
Cook County Office of the Independent Inspector General	2
Office of the Illinois Attorney General	2
Big Spring Police Department	1
Chicago Department of Buildings	1
Chicago Department of Family and Support Services	1
Chicago Department of Finance	1
Chicago Housing Authority Office of the Inspector General	1
Chicago Office of Public Safety Administration	1
Chicago Park District Office of the Inspector General	1
Evanston Police Department	1
Federal Bureau of Investigation	1
Illinois Department of Human Services Office of the Inspector General	1
Office of Inspector General for the Illinois Department of Healthcare and Family Services	1
Skokie Police Department	1
United States Department of Housing and Urban Development Office of Inspector General	1
Waukegan Police Department	1
Total	299

OIG may discontinue intakes that are, for a variety of reasons, not amenable to further consideration. Specifically, if after review, an intake is determined to lack sufficient information or clarity in describing the alleged misconduct, waste, or inefficiency to provide a basis for investigative follow-up, or is incoherent, incomprehensible, or factually impossible, it is designated as “Do Not Process” and is discontinued. If a communication received and cataloged as an intake is determined to be an automated, accidental, irrelevant, or inappropriate electronic message, it is designated as “Spam” and discontinued.

Finally, if a communication received and cataloged as an intake is determined to be a question or request for information that can be directly answered by OIG, it is designated as an “Inquiry,” responded to, and discontinued.

In Q1 2026, OIG discontinued 2,370 intakes.

Table 2: Discontinued Intakes

Category of Discontinued Intakes	Number of Discontinued Intakes
Do not process	1,131
Inquiries	768
Spam	471
Total	2,370

Pursuant to MCC § 2-56-050(b), if OIG receives an intake that constitutes a complaint alleging a violation of the Governmental Ethics Ordinance (GEO), MCC § 2-156, by any elected or appointed City officer, City employee, or any other person subject to the GEO, OIG may only: (i) decline to open an investigation if OIG determines that the complaint lacks foundation or does not relate to a violation of MCC § 2-156; (ii) refer the matter to the appropriate authority if OIG determines that the potential violation is minor and can be resolved internally as a personnel matter; or (iii) open an investigation.

In Q1 2026, OIG declined 11 complaints alleging violations of the GEO.

Table 3: Ethics Complaints Declined

Category of Declined Ethics Complaints	Number of Declined Ethics Complaints
Failure to allege a violation of MCC § 2-156	6
Complaint lacks foundation	4
Complaint of the same alleged conduct already received	1
Total	11

III | Investigations

OIG's Investigations section conducts both criminal and administrative investigations into the conduct of City officers, employees, and other entities, including contractors, subcontractors, and lobbyists. OIG may initiate an investigation either in response to a complaint or on its own initiative.

The information to follow provides an overview of OIG's investigative work this quarter and fulfills the reporting requirements set out in §§ 2-56-080 and -120 of the MCC, as well as the Intergovernmental Agreement between the Public Building Commission (PBC)⁶ of Chicago and OIG.

A | Misconduct Investigations

1 | Investigative Activity This Quarter

As of the close of this quarter, OIG has 268 active investigations. During Q1 2026, OIG initiated 17 investigations, of which 7 were self-initiated, and concluded 40 investigations.

2 | Open Matters

OIG's 268 currently active misconduct investigations involve a range of subjects and types of alleged misconduct.

Table 4: Subject of Investigations

Subject of Investigations	Number of Investigations ⁷
City employees	226
Elected officials	16
Contractors, subcontractors, and persons seeking contracts	21
Licensees	3
Appointed officials	0
Other	2
Total	268

Table 5: Nature of Allegations Under Investigation

Nature of Allegations	Number of Cases
Misconduct	267
Ineffectiveness	1
Waste/inefficiency	0
Total	268

⁶ Created by state legislation in 1956, PBC is responsible for planning, designing, and constructing municipal buildings, including schools, libraries, fieldhouses, and fire stations. See: <https://pbcchicago.com/>.

⁷ Counted here are the number of open investigations, not the number of unique subjects; that is, the same individual or entity may be the subject of more than one separate investigation.

a | *Illinois v. Chicago*, Consent Decree Paragraph 481 Investigations

Under collective bargaining agreements between the City of Chicago and certain members of the Chicago Police Department (CPD), OIG may only investigate allegations of misconduct concerning an incident or event which occurred more than five years prior to the date of the complaint or allegation, with written authorization from CPD's superintendent. Pursuant to Paragraph 481 of the consent decree entered in *Illinois v. Chicago*, if OIG requests the superintendent's authorization to open such an investigation, the superintendent must respond within 30 days.

During this quarter, OIG did not request the Superintendent's authorization to open any investigation relevant to or reportable pursuant to Paragraph 481.

b | Investigations Open Over Twelve Months

As required by MCC § 2-56-080, OIG reports each quarter on active investigations which have been open for more than 12 months. Of OIG's 268 pending investigations, 176 have been open for more than 12 months. Most cases remain pending because (1) they are complex or resource-intensive investigations that may require resolution of legal issues or involve multiple subjects; (2) they involve allegations that may be the subject of criminal investigation being conducted jointly with law enforcement investigative or prosecutorial partners at the federal, state, or local level; or (3) they were extended to allocate resources to higher risk, more time-sensitive investigations. Where other explanations are relevant for cases remaining open beyond 12 months, they are noted in the table below.

Table 6: Investigations Open Over Twelve Months, Q1 2026

Case ID ⁸	Legacy ID	General Nature of Allegations
C2022-000041039	20-1376	False statements/violation of department rules
C2022-000041245	20-1589	Criminal violation
C2022-000041580	21-0219	Failure to follow department rules regarding COVID-19 quarantine
C2022-000043912	N/A	Ethics violation
C2022-000043865	N/A	Fraud
C2022-000043921	N/A	Secondary employment violation
C2022-000044065	N/A	False statements
C2022-000044091	N/A	Residency violation
C2022-000044122	N/A	Criminal violation
C2023-000000026	N/A	Criminal violation
C2023-000000027	N/A	Criminal violation
C2023-000000032	N/A	Official misconduct
C2023-000000061	N/A	Fraud
C2023-000000109	N/A	Conduct unbecoming
C2023-000000128	N/A	Criminal violation

⁸In early 2022, OIG launched a new case management system, which accounts for the new case number format.

Case ID ⁸	Legacy ID	General Nature of Allegations
C2023-000000152	N/A	Criminal violation
C2023-000000164	N/A	Conduct unbecoming
C2023-000000166	N/A	Criminal violation
C2023-000000178	N/A	Criminal violation
C2023-000000179	N/A	Retaliation
C2023-000000180	N/A	Ethics violation
C2023-000000183	N/A	Fraud
C2023-000000189	N/A	Theft
C2023-000000215	N/A	Paycheck Protection Program (PPP) fraud
C2023-000000224	N/A	Residency violation
C2023-000000260	N/A	Ethics violation
C2023-000000268	N/A	PPP fraud
C2023-000000270	N/A	PPP fraud
C2023-000000271	N/A	PPP fraud
C2023-000000272	N/A	PPP fraud
C2023-000000276	N/A	PPP fraud
C2023-000000277	N/A	PPP fraud
C2023-000000278	N/A	PPP fraud
C2023-000000279	N/A	PPP fraud
C2023-000000281	N/A	Criminal violation
C2023-000000282	N/A	Criminal violation
C2023-000000332	N/A	PPP fraud
C2023-000000344	N/A	Firearms in workplace violation
C2023-000000360	N/A	Residency violation
C2024-000000006	N/A	Unlawful eavesdropping
C2024-000000013	N/A	Residency violation
C2024-000000017	N/A	Personnel violation
C2024-000000024	N/A	PPP fraud
C2024-000000025	N/A	Duty disability fraud
C2024-000000047	N/A	Obstruction
C2024-000000057	N/A	Bribery
C2024-000000059	N/A	Theft
C2024-000000072	N/A	EEO violation
C2024-000000081	N/A	Personnel rule violation

Case ID ⁸	Legacy ID	General Nature of Allegations
C2024-000000082	N/A	Personnel rule violation
C2024-000000099	N/A	Retaliation
C2024-000000102	N/A	Theft
C2024-000000116	N/A	Obstruction
C2024-000000120	N/A	Personnel rule violation
C2024-000000134	N/A	Ethics violation
C2024-000000143	N/A	Ethics violation
C2024-000000170	N/A	Criminal violation
C2024-000000173	N/A	Retaliation
C2024-000000182	N/A	Criminal violation
C2024-000000183	N/A	Criminal violation
C2024-000000188	N/A	Ethics violation
C2024-000000190	N/A	Criminal violation
C2024-000000193	N/A	Personnel rule violation
C2024-000000201	N/A	Retaliation
C2024-000000214	N/A	False statement(s)
C2024-000000215	N/A	Ethics violation
C2024-000000217	N/A	PPP fraud
C2024-000000218	N/A	Personnel rule violation
C2024-000000220	N/A	Residency violation
C2024-000000227	N/A	Procurement fraud
C2024-000000267	N/A	Ethics violation
C2024-000000268	N/A	PPP fraud
C2024-000000270	N/A	PPP fraud
C2024-000000275	N/A	PPP fraud
C2024-000000277	N/A	PPP fraud
C2024-000000279	N/A	PPP fraud
C2024-000000280	N/A	PPP fraud
C2024-000000281	N/A	PPP fraud
C2024-000000282	N/A	PPP fraud
C2024-000000283	N/A	PPP fraud
C2024-000000285	N/A	PPP fraud
C2024-000000292	N/A	PPP fraud
C2024-000000295	N/A	Bribery

Case ID ⁸	Legacy ID	General Nature of Allegations
C2024-000000296	N/A	PPP fraud
C2024-000000297	N/A	Personnel rule violation
C2024-000000298	N/A	Criminal violation
C2024-000000299	N/A	PPP fraud
C2024-000000300	N/A	PPP fraud
C2024-000000301	N/A	PPP fraud
C2024-000000303	N/A	PPP fraud
C2024-000000305	N/A	PPP fraud
C2024-000000306	N/A	PPP fraud
C2024-000000311	N/A	Bribery
C2024-000000312	N/A	PPP fraud
C2024-000000314	N/A	PPP fraud
C2024-000000328	N/A	PPP fraud
C2024-000000329	N/A	PPP fraud
C2024-000000330	N/A	PPP fraud
C2024-000000331	N/A	PPP fraud
C2024-000000332	N/A	PPP fraud
C2024-000000333	N/A	PPP fraud
C2024-000000334	N/A	PPP fraud
C2024-000000335	N/A	PPP fraud
C2024-000000342	N/A	PPP fraud
C2024-000000343	N/A	PPP fraud
C2024-000000346	N/A	PPP fraud
C2024-000000350	N/A	PPP fraud
C2024-000000351	N/A	PPP fraud
C2024-000000352	N/A	PPP fraud
C2024-000000354	N/A	Personnel rule violation
C2024-000000355	N/A	Personnel rule violation
C2024-000000369	N/A	Theft
C2024-000000372	N/A	Fraud
C2024-000000378	N/A	Residency violation
C2024-000000379	N/A	WBE fraud
C2024-000000407	N/A	MWBE fraud
C2024-000000408	N/A	Theft

Case ID ⁸	Legacy ID	General Nature of Allegations
C2024-000000409	N/A	Residency violation
C2024-000000430	N/A	PPP fraud
C2024-000000431	N/A	Theft
C2024-000000432	N/A	PPP fraud
C2024-000000438	N/A	Personnel rule violation
C2024-000000439	N/A	Ethics violation
C2024-000000445	N/A	Personnel rule violation
C2024-000000447	N/A	Personnel rule violation
C2024-000000448	N/A	PPP fraud
C2024-000000449	N/A	PPP fraud
C2024-000000450	N/A	PPP fraud
C2024-000000451	N/A	PPP fraud
C2024-000000452	N/A	PPP fraud
C2024-000000460	N/A	PPP fraud
C2024-000000469	N/A	Personnel rule violation
C2024-000000471	N/A	Theft
C2024-000000473	N/A	Criminal violation
C2024-000000481	N/A	PPP fraud
C2024-000000482	N/A	PPP fraud
C2024-000000484	N/A	PPP fraud
C2024-000000489	N/A	PPP fraud
C2024-000000490	N/A	PPP fraud
C2024-000000492	N/A	PPP fraud
C2024-000000497	N/A	Unapproved secondary employment
C2024-000000498	N/A	PPP fraud
C2024-000000499	N/A	PPP fraud
C2024-000000503	N/A	Bribery
C2024-000000504	N/A	Personnel rule violation
C2025-000000003	N/A	PPP fraud
C2025-000000004	N/A	PPP fraud
C2025-000000005	N/A	PPP fraud
C2025-000000006	N/A	Firearms policy violation
C2025-000000007	N/A	Ethics violation
C2025-000000008	N/A	Firearms policy violation

Case ID ⁸	Legacy ID	General Nature of Allegations
C2025-000000009	N/A	Ethics violation
C2025-000000012	N/A	Ethics violation
C2025-000000013	N/A	PPP fraud
C2025-000000014	N/A	PPP fraud
C2025-000000015	N/A	PPP fraud
C2025-000000016	N/A	PPP fraud
C2025-000000017	N/A	PPP fraud
C2025-000000022	N/A	MBE fraud
C2025-000000023	N/A	PPP fraud
C2025-000000032	N/A	Ethics violation
C2025-000000033	N/A	Firearms policy violation
C2025-000000044	N/A	PPP fraud
C2025-000000045	N/A	Fraud
C2025-000000046	N/A	PPP fraud
C2025-000000047	N/A	PPP fraud
C2025-000000048	N/A	PPP fraud
C2025-000000049	N/A	PPP fraud
C2025-000000057	N/A	Fraud
C2025-000000060	N/A	PPP fraud
C2025-000000072	N/A	Residency violation
C2025-000000077	N/A	Ethics violation
C2025-000000078	N/A	Residency violation
C2025-000000079	N/A	Hostile work environment/Retaliation
C2025-000000080	N/A	PPP fraud
C2025-000000081	N/A	PPP fraud
C2025-000000129	N/A	Fraud
C2025-000000130	N/A	PPP fraud

3 | Public Building Commission Complaints and Investigations

MCC § 2-56-030 empowers OIG to exercise its powers and duties with respect to any sister agency pursuant to an intergovernmental agreement with that agency, and it does so with respect to PBC.

In Q1 2026, OIG received no new complaint(s) related to PBC.

B | Sustained Administrative Investigations

OIG investigations may result in administrative sanctions, criminal charges, or both. Investigations leading to administrative sanctions involve violations of City rules, policies or procedures, and/or waste or inefficiency. For sustained administrative cases, OIG produces summary reports of investigation—a summary and analysis of the evidence and recommendations for disciplinary or other corrective action. OIG sends these reports to the appropriate authority as prescribed in the MCC, including the Mayor’s Office and affected City departments.

Below (Table 7) is an overview of sustained investigative matters and, pursuant to MCC § 2-56-110, deidentified synopses of administrative investigations completed and eligible to be reported as sustained investigative matters. A matter is not eligible for reporting until, pursuant to the MCC, the relevant City department has had 30 days (with the potential for an extension of an additional 30 days) to respond to OIG’s findings and recommendations,⁹ and to inform OIG of what action(s) the department intends to take. Departments must follow strict protocols set forth in the City’s Personnel Rules, Procurement Rules, and/or applicable collective bargaining agreements, prior to imposing discipline or other corrective action.¹⁰

In addition to OIG’s findings, each synopsis includes the action taken by the department in response to OIG’s recommendations. These synopses are intended to illustrate the general nature and outcome of the cases for public reporting purposes and thus may not contain all allegations and/or findings for each case.

Table 7: Overview of Cases Completed and Reported as Sustained Matters

OIG Case Number	Department or Agency	OIG Recommendation	Department or Agency Action
C2022-000041038	Chicago Police Department	Impose discipline against the six subjects, commensurate with the gravity of violations, past disciplinary record, and any other relevant considerations.	The Chicago Police Department (CPD) concurred in part with OIG’s recommendations, did not concur with additional recommendations, and indicated it will impose a penalty of violation noted for violations of CPD Rules and Regulations by five of the six subjects.

⁹ PBC has 60 days to respond to a summary report of investigation by stating a description of any disciplinary or administrative action taken by the Commission. If PBC chooses not to take action or takes an action different from that recommended by OIG, PBC must describe that action and explain the reasons for that action.

¹⁰ In some instances, OIG may defer the reporting of a matter against an individual until the conclusion of an investigation of other individuals connected to the same misconduct, so as to preserve investigative equities and to assure that the administrative due process rights of those subject to the continuing investigation are protected.

<p>C2022-000042145</p>	<p>Department of Procurement Services</p>	<p>Initiate debarment proceedings for the purpose of determining appropriate remedial action against the subject individual and subject subcontractor.</p>	<p>The Department of Procurement Services (DPS) issued notices of debarment to the subject individual and subject subcontractor.</p>
<p>C2023-000000158</p>	<p>Department of Streets and Sanitation</p>	<p>Find that the evidence establishes violations, find the subject engaged in serious misconduct, and work with the Department of Human Resources (DHR) to designate the subject as ineligible for rehire.</p>	<p>The Department of Streets and Sanitation (DSS) agreed with OIG's recommendation and sent a memorandum to DHR to designate the subject as ineligible for rehire.</p>
<p>C2023-000000177</p>	<p>Department of Procurement Services; Board of Ethics</p>	<p>Initiate debarment proceedings for the purpose of determining appropriate remedial action against the subject individual and subject contractor; Find probable cause to believe that the subject individual and subject contractor violated the Governmental Ethics Ordinance (GEO) and pursue appropriate sanctions.</p>	<p>DPS issued notices of debarment to the subject individual and subject contractor. The Board of Ethics (BOE) found probable cause to believe that the subject individual and subject contractor violated the GEO.</p>
<p>C2023-000000298</p>	<p>Office of Emergency Management and Communication; Board of Ethics</p>	<p>Discharge the subject and work with DHR to designate the subject as ineligible for rehire; Find probable cause to believe that the subject violated the GEO and pursue appropriate sanctions.</p>	<p>The Office of Emergency Management and Communications (OEMC) preliminarily agreed with OIG's recommendation and requested the Department of Law (DOL) prepare separation charges for the subject. OEMC will refer the subject to DHR for designation as ineligible for rehire once the subject is terminated. BOE found probable cause</p>

			to believe that the subject violated the GEO.
C2024-000000007	Board of Ethics	Find probable cause to believe that the subject violated the GEO and pursue appropriate sanctions.	BOE found probable cause to believe that the subject violated the GEO.
C2024-000000014	Board of Ethics	Find probable cause to believe that the subject violated the GEO and pursue appropriate sanctions.	BOE found probable cause to believe that the subject violated the GEO.
C2024-000000053	Chicago Police Department	Find that the evidence establishes violations and work with DHR to designate the subject as ineligible for rehire.	CPD preliminarily agreed with OIG's recommendation to work with DHR to designate the subject as ineligible for rehire.
C2024-000000219; C2024-000000259; C2024-000000261; C2024-000000502; C2025-000000002; C2025-000000029; C2025-000000054; C2025-000000055; C2025-000000137	Board of Ethics	Find probable cause to believe that the subjects violated the GEO and pursue appropriate sanctions.	BOE found probable cause to believe that the subjects violated the GEO and assessed one subject a \$1,000 fine. The additional subject has not yet been assessed a fine.
C2024-000000268	Chicago Police Department	Relieve the subject of police powers, discharge the subject, and work with DHR to designate the subject as ineligible for rehire.	CPD preliminarily agreed with OIG's recommendations to discharge the subject and work with DHR to designate the subject as ineligible for rehire.

C2024-000000272	Chicago Police Department	Relieve the subject of police powers, discharge the subject, and work with DHR to designate the subject as ineligible for rehire.	CPD preliminarily agreed with OIG's recommendations to discharge the subject and work with DHR to designate the subject as ineligible for rehire.
C2024-000000273	Chicago Police Department	Relieve the subject of police powers, discharge the subject, and work with DHR to designate the subject as ineligible for rehire.	CPD preliminarily agreed with OIG's recommendations to discharge the subject and work with DHR to designate the subject as ineligible for rehire.
C2024-000000274	Chicago Police Department	Discharge the subject and work with DHR to designate the subject as ineligible for rehire.	CPD preliminarily agreed with OIG's recommendations to discharge the subject and work with DHR to designate the subject as ineligible for rehire.
C2024-000000278	Chicago Police Department	Relieve the subject of police powers, discharge the subject, and work with DHR to designate the subject as ineligible for rehire.	CPD preliminarily agreed with OIG's recommendations to discharge the subject and work with DHR to designate the subject as ineligible for rehire.
C2024-000000280	Chicago Police Department	Relieve the subject of police powers, discharge the subject, and work with DHR to designate the subject as ineligible for rehire.	CPD preliminarily agreed with OIG's recommendations to discharge the subject and work with DHR to designate the subject as ineligible for rehire.
C2024-000000284	Chicago Police Department	Discharge the subject and work with DHR to designate the subject as ineligible for rehire.	CPD preliminarily agreed with OIG's recommendations to discharge the subject and work with DHR to designate the subject as ineligible for rehire.
C2024-000000315	Department of Aviation; Department of Transportation; Department of Water Management	Discharge seven Chicago Department of Aviation (CDA) subjects and work with DHR to designate the subjects as ineligible for rehire, impose discipline	CDA preliminarily agreed with OIG's recommendations to discharge seven subjects and work with DHR to designate

		<p>against four other CDA subjects, commensurate with the gravity of violations, past disciplinary record, and any other relevant considerations; Discharge two Department of Transportation (CDOT) subjects and work with DHR to designate the subjects as ineligible for rehire; Impose discipline against one Department of Water Management (DWM) subject, commensurate with the gravity of violation, past disciplinary record, and any other relevant considerations.</p>	<p>those subjects as ineligible for rehire, and to impose discipline against the four other CDA subjects. CDOT preliminarily agreed with OIG's recommendations to discharge two subjects and work with DHR to designate the subjects as ineligible for rehire. DWM preliminarily agreed to impose discipline against one subject.</p>
C2024-000000345	Chicago Police Department	Discharge the subject and work with DHR to designate the subject as ineligible for rehire.	CPD preliminarily agreed with OIG's recommendations to discharge the subject and work with DHR to designate the subject as ineligible for rehire.
C2025-000000093	City Council	Discharge the subject and work with DHR to designate the subject as ineligible for rehire.	As of the writing of this report, the alderperson has not indicated whether they agree with OIG's findings or what action, if any, will be taken.
C2025-000000158	Department of Technology and Innovation	Impose discipline against the subject, commensurate with the gravity of their violations, past disciplinary record, and any other relevant considerations.	DTI issued a written reprimand to the subject
C2025-000000176	Office of Inspector General	Conducted pursuant to OIG's Policy Regarding Investigations of the Inspector General or Office of Inspector General Personnel.	OIG placed a copy of the investigative report in the subject's personnel file.

1 | Mishandling of a Death Investigation (C2022-000041038)

An OIG investigation established that multiple CPD members violated CPD rules in their response to and preliminary investigation of the death of an individual struck by a vehicle driven by a Chicago Fire Department (CFD) member. A police officer (PO) at the scene failed to document statements made by the driver at the scene of the incident. A witness at the scene, to whom the driver had made statements immediately following the incident, was not interviewed and was not identified in police reports. Two POs who transported the driver to a hospital failed to document statements made by the driver during the transport. Multiple POs deactivated their body worn cameras (BWC) prematurely or failed to activate BWC, and multiple CPD supervisors failed to sufficiently supervise CPD's response to the incident. As a result, potentially pivotal information was not communicated to CPD's Major Accidents Investigations Unit investigators, and similarly, OIG was precluded from conducting a full and complete investigation of the incident.

OIG found that one responding PO ("Officer A") failed to properly document statements made by the driver of the vehicle at the scene and failed to interview a witness at the scene in violation of CPD general orders G04-07-02 (crashes – fatalities or life threatening injury), and G04-01 (preliminary investigations), and CPD special order S04-07 (preliminary investigations – traffic crashes). Additionally, Officer A deactivated their BWC while at the scene in violation of CPD special order S03-014. OIG found that Officer A's actions violated CPD Rules and Regulations Rules 2 (impede the Department's efforts to achieve its policy and goals or bring discredit upon the Department), 3 (failure to promote the Department's efforts to achieve its policy or accomplish its goals), 5 (failure to perform one's duty), 6 (disobey a written directive), 10 (inattention to one's duties), 11 (failure to act competently or efficiently in the performance of one's duty), and 21 (failure to report promptly to the Department any information concerning any crime or other unlawful action).

OIG recommended that CPD impose discipline against Officer A commensurate with the gravity of their violations, past disciplinary record, and any other relevant considerations. In response, CPD did not concur that Officer A failed to interview a witness at the scene and concurred that Officer A did not properly document the driver's statements made at the scene and deactivated their BWC prematurely. CPD indicated it would impose a penalty of violation noted for violations of CPD Rules and Regulations 2, 3, 5, 6, 10, 11, and 21.

OIG found that another responding PO ("Officer B") deactivated their BWC while at the scene in violation of CPD special order S03-14, and failed to interview a witness at the scene, in violation of CPD special order S04-07 and CPD general order G04-01. OIG found that Officer B's actions violated CPD Rules and Regulations Rules 2 (impede the Department's efforts to achieve its policy and goals or bring discredit upon the Department), 3 (failure to promote the Department's efforts to achieve its policy or accomplish its goals), 5 (failure to perform one's duty), 6 (disobey a written directive), 10 (inattention to one's duties), and 11 (failure to act competently or efficiently in the performance of one's duty).

OIG recommended that CPD impose discipline against Officer B commensurate with the gravity of their violations, past disciplinary record, and any other relevant considerations. In response, CPD did not concur that Officer B failed to interview a witness at the scene and concurred that the Officer deactivated their BWC early. CPD indicated it would impose a penalty of violation noted for violations of CPD Rules and Regulations 2, 3, 5, 6, 10, and 11.

OIG found that the Sergeant on scene (“Sergeant A”) failed to supervise two responding POs and two transport officers in violation of CPD special order S03-03-06, and CPD Rules and Regulations Rules 2 (impede the Department’s efforts to achieve its policy and goals or bring discredit upon the Department), 3 (failure to promote the Department’s efforts to achieve its policy or accomplish its goals), 5 (failure to perform one’s duty), 6 (disobey a written directive), 10 (inattention to one’s duties), and 11 (failure to act competently or efficiently in the performance of one’s duty).

OIG recommended that CPD impose discipline against Sergeant A, commensurate with the gravity of their violations, past disciplinary record, and any other relevant considerations. In response, CPD did not concur and found all allegations against Sergeant A to be not sustained.

OIG found that one of the transport officers (“Officer C”) failed to activate their BWC during the transport in violation of S03-14 and CPD Rules and Regulations Rules 2 (impede the Department’s efforts to achieve its policy and goals or bring discredit upon the Department), 3 (failure to promote the Department’s efforts to achieve its policy or accomplish its goals), 5 (failure to perform one’s duty), 6 (disobey a written directive), 10 (inattention to one’s duties), and 11 (failure to act competently or efficiently in the performance of one’s duty).

OIG recommended that CPD impose discipline against Officer C commensurate with the gravity of their violations, past disciplinary record, and any other relevant considerations. In response, CPD concurred and indicated it would impose a penalty of violation noted for violations of CPD Rules and Regulations 2, 3, 5, 6, 10, and 11.

OIG found that the second transport officer (“Officer D”) failed to activate their BWC during the transport, in violation of S03-14 and CPD Rules and Regulations Rules 2 (impede the Department’s efforts to achieve its policy and goals or bring discredit upon the Department), 3 (failure to promote the Department’s efforts to achieve its policy or accomplish its goals), 5 (failure to perform one’s duty), 6 (disobey a written directive), 10 (inattention to one’s duties), and 11 (failure to act competently or efficiently in the performance of one’s duty).

OIG recommended that CPD impose discipline against Officer D commensurate with the gravity of their violations, past disciplinary record, and any other relevant considerations. In response, CPD concurred and indicated it will impose a penalty of violation noted for violations of CPD Rules and Regulations 2, 3, 5, 6, 10, and 11.

Additionally, OIG found that the Sergeant who met the transport officers at the hospital (“Sergeant B”) failed to instruct the transport Officers to document their interactions with the driver of the vehicle in violation of S03-03-06, and Sergeant B failed to document their own interactions with the transport officers regarding the driver of the vehicle. OIG found that Sergeant B’s actions violated CPD Rules and Regulations Rules 2 (impede the Department’s efforts to achieve its policy and goals or bring discredit upon the Department), 3 (failure to promote the Department’s efforts to achieve its policy or accomplish its goals), 5 (failure to perform one’s duty), 6 (disobey a written directive), 10 (inattention to one’s duties), 11 (failure to act competently or efficiently in the performance of one’s duty), and 21 (failure to report promptly to the Department any information concerning any crime or other unlawful action).

OIG recommended that CPD impose discipline against Sergeant B commensurate with the gravity of their violations, past disciplinary record, and any other relevant considerations. In response, CPD

concurrent and indicated it would impose a penalty of violation noted for violations of CPD Rules and Regulations 2,3, 5, 6, 10, 11, and 21.

2 | False Documents; Violation of Debarment Rules (C2022-000042145)

An OIG investigation established that a City subcontractor and its owner violated DPS Debarment Rules by falsifying documents and then submitting them to a City contractor in connection with a City contract. The subcontractor provided computer software and network consulting to a City contractor, who provided cybersecurity to CDA, including at both O'Hare International Airport and Midway International Airport. The subcontractor falsified paystubs to maximize their profit and submitted those to the City contractor, who then passed them onto the City.

OIG found that the subcontractor and its owner committed improper conduct in the form of intentional billing irregularities, submitting false documents, and falsification of documents, in violation of the City's Debarment Rules, Section V(g)(1), (2), and (3).

OIG recommended that DPS initiate debarment proceedings for the purpose of determining appropriate remedial action against the subcontractor and its owner. In response, DPS issued a Notice of Proposed Debarment to the subcontractor and its owner.

3 | Verbal Abuse of City Employees; Conduct Unbecoming (C2023-000000158)

An OIG investigation established that a DSS laborer repeatedly referred to his employment with the City in an attempt to avoid arrest and receive favorable treatment during three arrests in 2023. Prior to one arrest for trespassing, the employee made a variety of verbal threats towards CPD members and unsuccessfully attempted to provoke them.

OIG found that the subject violated City of Chicago Personnel Rule XVIII, Section 1, Subsection 23 (discourteous treatment, including verbal abuse, of any other City employee or member of the public. Provoking or inciting another employee or member of the public to engage in such conduct) and Subsection 50 (conduct unbecoming of an Officer or public employee).

During the investigation, the subject retired. OIG recommended that DSS refer the subject to DHR for designation as ineligible for rehire. In response, DSS agreed with OIG's recommendation and referred the subject to DHR for designation as ineligible for rehire.

4 | Misuse of City Title; Ethics Violations; Violation of DPS Rules (C2023-000000177)

An OIG investigation established that a former senior staff member in the Mayor's Office used their City title and its authority to solicit a job for their child from the president of a City contractor. The president of the City contractor hired the senior staff member's child for a paid internship reporting directly to the president. While their child worked for the contractor, the senior staff member attempted to increase the scope of the contractor's work for the City, allowed the contractor to perform unauthorized work for the City, and attempted to facilitate \$9.6 million in payments to the contractor to which the contractor was not entitled.

Further, OIG found that the \$9.6 million in invoices the contractor submitted to the City contained false claims and intentional and negligent billing irregularities, and the invoices failed to comply with

City procurement procedures. OIG's investigation revealed that the senior staff member and the president of the contractor had communicated with DOL regarding the invoices; DOL asserted to OIG that those communications were subject to attorney-client privilege.

OIG found that the former senior staff member's conduct violated GEO § 2-156-020 (fiduciary duty), § 2-156-060 (unauthorized use of City property), § 2-156-130(c) (action on behalf of relatives or domestic partners), and § 2-156-142(f) (offering, receiving and soliciting gifts or favors).

OIG found that the president of the City contractor violated GEO § 2-156-130(d) (action on behalf of relatives or domestic partners) and § 2-156-142(e) (offering, receiving and soliciting of gifts or favors). The contractor and its president also violated the City of Chicago Debarment Rules.

OIG recommended that BOE find probable cause to believe that the former Mayor's Office senior staff member and the president of the City contractor violated the GEO and pursue appropriate sanctions. In response, BOE found probable cause to believe that the former senior staff member and the president of the City contractor violated the GEO.

Additionally, OIG recommended that DPS initiate debarment proceedings against the City contractor. In response, DPS initiated preliminary debarment proceedings.

5 | Improper Gift; Making False Statements; Conduct Unbecoming (C2023-000000298)

An OIG investigation established that an OEMC traffic control aide accepted a cash gift from a driver at O'Hare. Video from security cameras showed the subject accepting cash from a rideshare driver while working the Terminal 1 lower level traffic lanes. When OIG interviewed the subject, the subject lied to OIG and denied ever accepting cash. The subject made additional false statements after OIG showed the subject the video footage of the subject accepting the cash.

OIG found that the subject's conduct violated the GEO's gift ban, GEO § 2-156-142(a)(1)(iii). OIG further found that the traffic control aide lied to OIG during their interview, in violation of City of Chicago Personnel Rule XVIII, Section 1, subsections 8 (making false, inaccurate or deliberately incomplete statements in an official inquiry, investigation or other official proceeding), 15 (engaging in any act or conduct prohibited by the MCC), 48 (violating any departmental regulations, rules or procedures), and 50 (conduct unbecoming of an Officer or public employee).

OIG recommended that BOE find probable cause to believe the subject violated the GEO and pursue appropriate sanctions. In response, BOE found probable cause to believe the subject violated the GEO.

OIG also recommended that OEMC discharge the subject and refer them to DHR for designation as ineligible for rehire. In response, OEMC discharged the subject and referred them to DHR for designation as ineligible for rehire.

6 | Violation of Fiduciary Duty (C2024-000000007)

An OIG investigation established that an alderperson violated their fiduciary duty to the City when they unilaterally removed a City officer from a term-protected position established by City

ordinance. The alderperson's action was contrary to the MCC, which addressed the procedure by which an individual in the term-protected position could be removed prior to the expiration of their term. After the individual's removal, the individual was left with no ability or direction to perform any City work, but the alderperson took steps such that the individual continued to collect a salary for over a year.

During the course of OIG's investigation, certain communications relevant to the investigation were withheld from OIG based on an assertion of attorney-client privilege. Consistent with recent amendments to OIG's ordinance at MCC § 2-56-090(c) that expressly clarified OIG's ability to access the City's attorney-client communications, OIG requested that DOL undertake further review of certain City emails that were withheld from OIG's investigation. OIG requested that DOL make the logged City emails available for OIG's review, but DOL declined to make unredacted copies of the emails available for OIG's review before the conclusion of OIG's investigation, in contradiction to the MCC. Pursuant to MCC § 2-56-090(c), "[i]f the Inspector General makes a written request to the Corporation Counsel to review the logged materials, the Corporation Counsel shall make such logged materials available for the review of the Inspector General to the extent such review is not prohibited by law." DOL identified no prohibition in law preventing OIG's review of the material. OIG identified a date by which it required access to the materials, as provided by law, in order to timely conclude its investigation. DOL did not comply with the MCC by that date.

OIG found that the elected official violated the GEO § 2-156-020 (fiduciary duty to the City).

OIG recommended that BOE find probable cause to believe that the alderperson violated the GEO and pursue appropriate sanctions. In response, BOE found probable cause to believe that the alderperson violated the GEO.

7 | Post-Employment Restrictions Violation; Negotiating Possibility of Future Employment (C2024-000000014)

An OIG investigation established that a former high-ranking Department of Housing (DOH) employee negotiated employment with a nonprofit while they were a City employee and while matters involving the nonprofit were pending before the subject. Subsequently, within one year of leaving City service, the subject began representing the nonprofit in business transactions involving DOH, even though the subject had participated personally and substantially in the subject matter of the transactions during their City employment. Specifically, while working for the City, the subject represented DOH in numerous housing projects involving the nonprofit. Weeks after leaving City employment, the subject began emailing DOH employees and attending meetings regarding those same projects, but then representing the nonprofit.

OIG found that the subject's conduct violated GEO § 2-156-100(b) (no former employee shall, for a period of one year after the termination of the employee's term of employment, assist or represent any person in any business transaction involving the City if the employee participated personally and substantially in the subject matter of the transaction during his employment) and § 2-156-111(c) (no City employee shall knowingly negotiate the possibility of future employment with any person that has a matter currently pending before such employee).

OIG recommended that BOE find probable cause to believe that the subject violated the GEO and pursue appropriate sanctions. In response, BOE found probable cause to believe that the subject violated the GEO.

8 | PPP Loan Fraud; Bringing Discredit to CPD; Failure to Cooperate (C2024-000000053)

An OIG investigation established that, prior to joining CPD, a former PO provided materially false statements on their loan applications to fraudulently obtain funds from the federal Paycheck Protection Program (PPP), subsequently received two PPP loans totaling \$41,666, and then made materially false statements in their application for forgiveness of those loans. The subject then lied to CPD about the matter during their CPD application process. Additionally, the subject failed to appear for a scheduled OIG interview and then resigned while under inquiry.

OIG found that the subject's conduct violated MCC § 2-74-095 (employment applications—unlawful practices), MCC § 2-56-090 (duty to cooperate), and CPD Rules and Regulations Rule 1 (violation of any law or ordinance), Rule 2 (any action or conduct which impedes CPD's efforts to achieve its policy and goals or brings discredit upon CPD), Rule 3 (any failure to promote CPD's efforts to implement its policy or accomplish its goals), Rule 5 (failure to perform any duty), Rule 14 (making a false report, written or oral), and Rule 51(a) (failure to testify or give evidence before an investigative agency when properly called upon to do so).

OIG recommended that CPD find that the evidence established the violations and refer the subject to DHR for designation as ineligible for rehire. CPD agreed with OIG's recommendations.

9 | Improper Campaign Contributions (C2024-000000219, C2024-000000259, C2024-000000261, C2024-000000502, C2025-000000002, C2025-000000029, C2025-000000054, C2025-000000055, C2025-000000137)

An OIG investigation established that a candidate committee for a former candidate for City elected office accepted 12 prohibited monetary contributions. OIG notified the candidate committee and each contributor of the campaign finance violations. OIG provided an opportunity for the parties to cure the violations in accordance with MCC § 2-156-445(d). That provision allows candidates to cure campaign finance violations by refunding the contribution within 10 days of becoming aware of the violation and allows contributors to cure campaign finance violations by requesting a refund from the candidate within the same time frame. However, the candidate committee and one contributor did not cure the violations in accordance with MCC § 2-156-445(d).

OIG found that the subjects' conduct violated MCC § 2-156-445 (limitation of contributing to candidates and elected officials).

OIG recommended that BOE find probable cause to believe that the subjects violated the GEO and pursue appropriate sanctions. In response, BOE found probable cause to believe that the candidate committee violated the GEO 12 times and that the contributor violated the GEO once. BOE assessed the contributor a \$1,000 fine and will meet with the candidate committee at its April 2026 meeting.

10 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000268)

An OIG investigation established that a CPD PO provided materially false statements on federal documents when the subject applied for two federal PPP loans and loan forgiveness. As a result of the materially false statements, the subject illegally obtained \$41,666 in PPP loan funds.

OIG found the subject violated 18 U.S.C. § 1001 (false statements) and CPD Rules and Regulations Rule 1 (violation of any law or ordinance), Rule 2 (any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department), and Rule 14 (making a false report, written or oral).

OIG recommended that CPD discharge the subject and refer them to DHR for designation as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendation to discharge the subject and refer the subject to DHR for designation as ineligible for rehire.

11 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000272)

An OIG investigation established that a CPD PO provided materially false statements on federal documents when the subject applied for a federal PPP loan and loan forgiveness. As a result of the materially false statements, the subject illegally obtained \$20,833 in PPP loan funds.

OIG found the subject violated 18 U.S.C. § 1001 (false statements) and CPD Rules and Regulations Rule 1 (violation of any law or ordinance), Rule 2 (any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department), Rule 3 (any failure to promote the Department's efforts to implement its policy or accomplish its goals), and Rule 14 (making a false report, written or oral).

OIG recommended that CPD discharge the subject and work with DHR to designate the subject as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendations.

12 | PPP Loan Fraud; EIDL Fraud; False Statements; Bringing Discredit to CPD (C2024-000000273)

An OIG investigation established that a CPD PO provided materially false statements on federal documents when the subject applied for two federal PPP loans and an Economic Injury Disaster Loan (EIDL). As a result of the materially false statements, the subject illegally obtained \$41,142 in PPP loan funds and an EIDL advance of \$10,000.

OIG found the subject violated 18 U.S.C. § 1001 (false statements) and CPD Rules and Regulations Rule 1 (violation of any law or ordinance), Rule 2 (any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department), and Rule 14 (making a false report, written or oral).

OIG recommended that CPD discharge the subject and refer them to DHR for designation as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendation to discharge the subject and refer the subject to DHR for designation as ineligible for rehire.

13 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000274)

An OIG investigation established that a CPD PO provided materially false statements on federal documents when the subject applied for a federal PPP loan and loan forgiveness. As a result of the materially false statements, the subject illegally obtained \$20,833 in PPP loan funds.

OIG found the subject violated 18 U.S.C. § 1001 (false statements) and CPD Rules and Regulations Rule 1 (violation of any law or ordinance), Rule 2 (any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department), and Rule 14 (making a false report, written or oral).

OIG recommended that CPD discharge the subject and refer them to DHR for designation as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendation to discharge the subject and refer the subject to DHR for designation as ineligible for rehire.

14 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000278)

An OIG investigation established that a CPD PO provided materially false statements on federal documents when the subject applied for two federal PPP loans and loan forgiveness. As a result of the materially false statements, the subject illegally obtained \$37,154 in PPP loan funds. OIG found the subject violated 18 U.S.C. § 1001 (false statements) and CPD Rules and Regulations Rule 1 (violation of any law or ordinance), Rule 2 (any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department), and Rule 14 (making a false report, written or oral).

OIG recommended that CPD discharge the subject and work with DHR to designate the subject as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendations to discharge the subject and work with DHR to designate the subject as ineligible for rehire.

15 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000280)

An OIG investigation established that a CPD PO provided materially false statements on federal documents when the subject applied for a federal PPP loan and loan forgiveness. As a result of the materially false statements, the subject illegally obtained \$20,000 in PPP loan funds.

OIG found the subject violated 18 U.S.C. § 1001 (false statements) and CPD Rules and Regulations Rule 1 (violation of any law or ordinance), Rule 2 (any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department), and Rule 14 (making a false report, written or oral).

OIG recommended that CPD discharge the subject and refer them to DHR for designation as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendation to discharge the subject and refer the subject to DHR for designation as ineligible for rehire.

16 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000284)

An OIG investigation established that a CPD PO provided materially false statements on federal documents when the subject applied for two federal PPP loans. As a result of the materially false statements, the subject illegally obtained \$40,000 in PPP loan funds. The subject applied for and received the PPP loans while they were a City employee, but before they became a CPD member. Although the subject submitted the applications prior to becoming a CPD member, their conduct called directly into question their trustworthiness as a CPD Officer and brought discredit upon the Department.

The subject's actions violated 18 U.S.C. § 1001 (false statements) and violated CPD Rules and Regulations Rule 2 (any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department).

OIG recommended that CPD discharge the subject and work with DHR to designate the subject as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendations to discharge the subject and work with DHR to designate the subject as ineligible for rehire.

17 | Drinking Alcohol on City Time; Failure to Report; Time Falsification; False Statements to OIG (C2024-000000315)

An OIG investigation established that current and former CDA employees drank alcohol while on the clock, witnessed their colleagues drinking alcohol on the clock but failed to report it, took extended breaks without proper authorization, falsified their time records, spent hours at a time idling while on the clock, demonstrated incompetence in their managerial duties, stole City property, and lied to OIG during an official investigation. OIG's investigation involved a total of 14 subjects.

OIG's investigation established that eight City employees drank alcohol on the clock while working at CDA. In each instance, the employees drank at bars near O'Hare, then returned to the airport for the remainder of their shifts. At a party thrown by an off-duty CDA employee, several on-the-clock CDA employees drank beer, cocktails, and shots of liquor before returning to O'Hare to complete their shifts. Many of the employees' supervisors and colleagues were aware of the drinking but did nothing about it. On multiple occasions, CDA employees drank alcohol while out to lunch with their supervisors and, in some instances, the supervisors paid for the alcohol. In several outings, the employees' supervisors were drinking alongside them. Multiple supervisors that OIG interviewed indicated it was not their responsibility to know if their subordinates were drinking on the clock.

OIG also determined that several CDA employees spent hours at a time idling while on the clock. Two supervisors and a laborer they supervised routinely spent an hour or more at a nearby gym while on the clock, stopping for a sit-down lunch afterwards before eventually returning to the airport hours after leaving. Security cameras showed another laborer sitting in their car in the employee parking lot for more than two and one half hours after returning from an extended lunch break where they had been drinking, then returning to work just in time to clock out for the day. None of those employees updated their time records to reflect their extended absences.

OIG's investigation also established that one laborer stole a parking placard and made a copy of it to gain parking privileges in a secure lot. Additionally, seven employees made false statements to OIG during its investigation.

At the time that OIG completed its investigation, eleven of the subjects still worked at CDA, two subjects worked at DWM, and one subject worked at CDOT. OIG made the recommendations below to each department. DWM and CDOT provided timely responses to OIG's recommendations. CDA did not respond to OIG's recommendations within the time allowed per MCC § 2-56-065. After the response deadline but before the end of the quarter, CDA provided the responses below to OIG.

OIG recommended that CDA discharge a supervisor of laborers and work with DHR to designate them as ineligible for rehire for violating City Personnel Rules XVIII, Section 1, Subsection 39 (incompetence or inefficiency in the performance of the duties of the position) and Subsection 46 (failure to report misconduct by City employees to the proper City authority). In response, CDA agreed with OIG's recommendation and requested that DOL prepare discharge charges.

OIG recommended that CDA discharge two foreman and work with DHR to designate them as ineligible for rehire for violating City Personnel Rules XVIII, Section 1, Subsection 5 (failure to return to work on time after breaks, lunch or rest periods without prior authorization to extend the time of such breaks, lunch, or rest period), Subsection 8 (making false, inaccurate or deliberately incomplete statements in an official inquiry, investigation, or other proceeding), Subsection 11 (falsification of any attendance or other employment records), Subsection 24 (reporting for work under the influence of alcohol or drugs; drinking alcohol beverages or using drugs not prescribed or in a manner not prescribed by a physician during work hours; possession of alcohol or illegal drugs while on duty), Subsection 39 (incompetence or inefficiency in the performance of the duties of the position), Subsection 46 (failure to report misconduct by City employees to the proper City authority), and Subsection 51 (violating the City of Chicago Drug and Alcohol Policy). CDA agreed with OIG's recommendations and requested that DOL prepare discharge charges for the subjects.

OIG recommended that CDA discharge a laborer and work with DHR to designate them as ineligible for rehire for violating City Personnel Rules XVIII, Section 1, Subsection 5 (failure to return to work on time after breaks, lunch or rest periods without prior authorization to extend the time of such breaks, lunch, or rest period), Subsection 19 (theft or unauthorized possession of City of Chicago or other public property, or use of such property for unauthorized purposes), Subsection 24 (reporting for work under the influence of alcohol or drugs; drinking alcoholic beverages or using drugs not prescribed or in a manner not prescribed by a physician during work hours; possession of alcohol or illegal drugs while on duty), Subsection 46 (failure to report misconduct by City employees to the proper City authority), and Subsection 51 (violating the City of Chicago Drug and Alcohol Policy). In response, CDA agreed with OIG's recommendation and requested that DOL prepare discharge charges.

OIG recommended that CDA discharge another laborer and work with DHR to designate them as ineligible for rehire for violating City Personnel Rules XVIII, Section 1, Subsection 5 (failure to return to work on time after breaks, lunch or rest periods without prior authorization to extend the time of such breaks, lunch, or rest period), Subsection 8 (making false, inaccurate or deliberately incomplete statements in an official inquiry, investigation or other official proceeding), Subsection 24 (reporting for work under the influence of alcohol or drugs; drinking alcoholic beverages or using

drugs not prescribed or in a manner not prescribed by a physician during work hours; possession of alcohol or illegal drugs while on duty), Subsection 46 (failure to report misconduct by City employees to the proper City authority), and Subsection 51 (violating the City of Chicago Drug and Alcohol Policy). In response, CDA agreed with OIG's recommendation and requested that DOL prepare discharge charges.

OIG recommended that CDA discharge another laborer and work with DHR to designate them as ineligible for rehire for violating City Personnel Rules XVIII, Section 1, Subsection 5 (failure to return to work on time after breaks, lunch or rest periods without prior authorization to extend the time of such breaks, lunch, or rest period), Subsection 8 (making false, inaccurate or deliberately incomplete statements in an official inquiry, investigation or other official proceeding), Subsection 11 (falsification of any attendance or other employment records), Subsection 24 (reporting for work under the influence of alcohol or drugs; drinking alcoholic beverages or using drugs not prescribed or in a manner not prescribed by a physician during work hours; possession of alcohol or illegal drugs while on duty), Subsection 38 (inattention to duty including loafing, sleeping on duty, or loitering in the work area); Subsection 46 (failure to report misconduct by City employees to the proper City authority), and Subsection 51 (violating the City of Chicago Drug and Alcohol Policy). In response, CDA agreed with OIG's recommendation and requested that DOL prepare discharge charges.

OIG recommended that CDA impose discipline against two laborers commensurate with the gravity of the employees' violations, past disciplinary record, and any other relevant considerations for violating City Personnel Rules XVIII, Section 1, Subsection 5 (failure to return to work on time after breaks, lunch or rest periods without prior authorization to extend the time of such breaks, lunch, or rest period) and Subsection 46 (failure to report misconduct by City employees to the proper City authority). In response, CDA agreed with OIG's recommendations but did not specify the action it intended to take in response.

OIG recommended that CDA impose discipline against a laborer commensurate with the gravity of the employee's violations, past disciplinary record, and any other relevant considerations for violating City Personnel Rule XVIII, Section 1, Subsection 46 (failure to report misconduct by City employees to the proper City authority). In response, CDA agreed with OIG's recommendation but did not specify the action it intended to take in response.

OIG recommended that CDA discharge a custodial worker and work with DHR to designate them as ineligible for rehire for violating City Personnel Rules XVIII, Section 1, Subsection 5 (failure to return to work on time after breaks, lunch or rest periods without prior authorization to extend the time of such breaks, lunch, or rest period), Subsection 8 (making false, inaccurate or deliberately incomplete statements in an official inquiry, investigation, or other proceeding), Subsection 24 (reporting for work under the influence of alcohol or drugs; drinking alcohol beverages or using drugs not prescribed or in a manner not prescribed by a physician during work hours; possession of alcohol or illegal drugs while on duty), Subsection 46 (failure to report misconduct by City employees to the proper City authority), and Subsection 51 (violating the City of Chicago Drug and Alcohol Policy). In response, CDA agreed with OIG's recommendations and requested that DOL prepare discharge charges.

OIG recommended that CDA impose discipline against a custodial worker commensurate with the gravity of the employee's violations, past disciplinary record, and any other relevant considerations

for violating City Personnel Rule XVIII, Section 1, Subsection 46 (failure to report misconduct by City employees to the proper City authority). In response, CDA agreed with OIG's recommendation but did not specify the action it intended to take in response.

OIG recommended that DWM discharge a station laborer and work with DHR to designate them as ineligible for rehire for violating City Personnel Rules XVIII, Section 1, Subsection 5 (failure to return to work on time after breaks, lunch or rest periods without prior authorization to extend the time of such breaks, lunch, or rest period), Subsection 8 (making false, inaccurate or deliberately incomplete statements in an official inquiry, investigation, or other proceeding), Subsection 11 (falsification of any attendance or other employment records), Subsection 24 (reporting for work under the influence of alcohol or drugs; drinking alcohol beverages or using drugs not prescribed or in a manner not prescribed by a physician during work hours; possession of alcohol or illegal drugs while on duty), Subsection 39 (incompetence or inefficiency in the performance of the duties of the position), Subsection 46 (failure to report misconduct by City employees to the proper City authority), and Subsection 51 (violating the City of Chicago Drug and Alcohol Policy). In response, DWM agreed with OIG's recommendation and requested that DOL prepare discharge charges.

OIG recommended that DWM discharge a station laborer and work with DHR to designate them as ineligible for rehire for violating City Personnel Rules XVIII, Section 1, Subsection 5 (failure to return to work on time after breaks, lunch or rest periods without prior authorization to extend the time of such breaks, lunch, or rest period), Subsection 8 (making false, inaccurate or deliberately incomplete statements in an official inquiry, investigation, or other proceeding), Subsection 24 (reporting for work under the influence of alcohol or drugs; drinking alcohol beverages or using drugs not prescribed or in a manner not prescribed by a physician during work hours; possession of alcohol or illegal drugs while on duty), Subsection 46 (failure to report misconduct by City employees to the proper City authority), and Subsection 51 (violating the City of Chicago Drug and Alcohol Policy). In response, DWM agreed with OIG's recommendation and requested that DOL prepare discharge charges.

OIG recommended that CDOT impose discipline against a construction laborer commensurate with the gravity of the employee's violations, past disciplinary record, and any other relevant considerations for violating City Personnel Rule XVIII, Section 1, Subsection 46 (failure to report misconduct by City employees to the proper City authority). In response, CDOT agreed with OIG's recommendation but did not specify the action it intended to take in response.

18 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000345)

An OIG investigation established that a CPD PO provided materially false statements on federal documents when the subject applied for a federal PPP loan. As a result of the materially false statements, the subject illegally obtained \$20,833 in PPP loan funds.

OIG found the subject violated 18 U.S.C. § 1001 (false statements) and CPD Rules and Regulations Rule 1 (violation of any law or ordinance), Rule 2 (any action or conduct which impedes the Department's efforts to achieve its policy and goals or brings discredit upon the Department), and Rule 14 (making a false report, written or oral).

OIG recommended that CPD discharge the subject and refer them to DHR for designation as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendation to discharge the subject and refer the subject to DHR for designation as ineligible for rehire.

19 | PPP Loan Fraud; False Statements; Conduct Unbecoming (C2025-000000093)

An OIG investigation established that an aldermanic employee provided materially false statements on federal documents when the subject applied for a federal PPP loan and loan forgiveness. As a result of the materially false statements, the subject illegally obtained \$20,833 in PPP loan funds and forgiveness of that loan. In the course of the investigation, OIG learned that the employee filed a false police report alleging that their identity was stolen, submitted a false report to the U.S. Small Business Administration (SBA) alleging that their identity was stolen, and lied to OIG about their role in applying for the PPP loan and subsequent forgiveness.

OIG found that the employee violated 18 U.S.C. § 1001 (false statements), 720 ILCS 5/26-1 (disorderly conduct; false report), City of Chicago Personnel Rule XVIII, Section 1, Subsection 8 (making false, inaccurate or deliberately incomplete statements in an official inquiry, investigation or other official proceeding), Subsection 15 (engaging in any act or conduct prohibited by the Municipal Code of the City of Chicago, the Illinois Compiled Statutes, applicable laws of other states, or federal statutes) and Subsection 50 (conduct unbecoming an officer or public employee).

OIG recommended that the alderperson who supervises the employee discharge the employee and refer the employee to DHR for designation as ineligible for rehire. The alderperson failed to respond to OIG's recommendations within the time allowed by MCC § 2-56-065. After the response deadline and after the close of the quarter, but before the writing of this report, the alderperson acknowledged receipt of OIG's recommendations but did not indicate either agreement or disagreement with OIG's findings or whether any specific action would be taken; the alderperson responded that they "take the matters outlined in your report seriously and recognize the importance of maintaining the highest standards of integrity, accountability, and professionalism in all areas of service. The findings have been reviewed, and appropriate steps are being taken to ensure compliance with all applicable policies and expectations moving forward."

20 | Failure to Timely Disclose Conflict (C2025-000000158)

An OIG investigation, conducted pursuant to OIG's Policy Regarding Investigations of the Inspector General or Office of Inspector General Personnel,¹¹ established that a Department of Technology and Innovation (DTI) employee previously employed by OIG violated OIG's Conflict of Interest and Recusal policy by failing to timely disclose that they had applied for employment with DTI. To avoid even the appearance of a conflict, OIG personnel who wish to pursue an employment opportunity with another City department or entity within OIG's jurisdiction must disclose the intended application to OIG's ethics officer prior to applying for the employment opportunity, allowing OIG to take any appropriate steps to prevent an impairment to independence.

OIG found that the subject's conduct violated OIG Administrative Policies & Procedures 1.3 (Conflict of Interest and Recusal) and City Personnel Rule XVIII, Section 1, Subsection 48 (Violating any departmental regulations, rules or procedures) by making a late disclosure. OIG's investigation

¹¹ See <https://igchicago.org/wp-content/uploads/2023/07/Internal-Investigations-Policy.pdf>

did not establish any actual harm or impairment to OIG's work. The subject's OIG job duties did not usually involve DTI and did not involve communication with City departments. Nevertheless, the subject's failure to disclose a job application to DTI while working as an OIG employee violated an OIG policy that exists to protect the independence of OIG's work.

OIG recommended that DTI impose discipline against the subject, commensurate with the gravity of their violation, past disciplinary record, and any other relevant considerations. In response, DTI agreed with OIG's findings regarding the policy and issued a written reprimand.

21 | Failure to Timely Disclose Conflict (C2025-000000176)

An OIG investigation, conducted pursuant to OIG's Policy Regarding Investigations of the Inspector General or Office of Inspector General Personnel, established that a former OIG employee violated OIG's Conflict of Interest and Recusal policy by failing to timely disclose that they had applied for employment with a City contractor. To avoid even the appearance of a conflict, OIG personnel who wish to pursue an employment opportunity with another City department or entity within OIG's jurisdiction must disclose the intended application to OIG's ethics officer prior to applying for the employment opportunity, allowing OIG to take any appropriate steps to prevent an impairment to independence.

OIG found that the subject's conduct violated OIG Administrative Policies & Procedures 1.3 (Conflict of Interest and Recusal) and City Personnel Rule XVIII, Section 1, Subsection 48 (violating any departmental regulations, rules or procedures) by making a late disclosure.

The investigation did not establish any actual impairment to OIG's independence or harm to OIG's work. The investigation did not reveal the subject conducted work involving the City contractor, or otherwise had been in a position that they would have been able to influence ongoing OIG work. Nevertheless, the subject's failure to disclose a job application to a City contractor while working as an OIG employee violated an OIG policy that exists to protect the independence of OIG's work.

Given the subject's departure from OIG and City employment, the OIG placed a copy of the investigative report in the subject's personnel file.

C | Synopses of and Developments in Charged Criminal Cases

OIG's criminal investigations may uncover violations of local, state, or federal criminal laws, which may be prosecuted by the U.S. Attorney's Office, Illinois Attorney General's Office, or Cook County State's Attorney's Office, as appropriate. For the purposes of OIG quarterly summaries, criminal cases are considered concluded when the subject(s) of the case is publicly charged by complaint, information, or indictment.

This quarter, OIG has no updates regarding criminal cases related to an OIG investigation.

D | Synopses and Results of Administrative Appeals, Grievances, or Other Actions

In administrative cases, a City employee may be entitled to appeal or grieve a departmental disciplinary action, depending on the type of corrective action taken, and the employee's

classification under City Personnel Rules and/or applicable collective bargaining agreements. OIG monitors the results of administrative appeals before the Human Resources Board and grievance arbitrations concerning OIG's disciplinary recommendations. Other updates, status changes, or derivative actions resulting from OIG's investigations may also be reported here.

Update: Negligent Billing in City Contract; Failure to Perform (C2023-000000199)

In OIG's Quarterly Report for the Fourth Quarter of 2025, OIG reported that an investigation established that a City contractor and its managers failed to maintain appropriate certifications, pursuant to the terms of their contract with CDA, and that they committed improper conduct in the form of negligent billing irregularities.

After the close of the quarter but prior to the publication of the report, DPS indicated that it would respond to OIG's recommendation to initiate debarment proceedings for the purpose of determining appropriate remedial action against the subject by January 2026. In January 2026, DPS agreed with OIG's recommendations and sent a Notice of Proposed Debarment to the subject.

E | Special Investigations

In addition to its reactive investigative work in response to complaints, OIG engages in certain proactive investigative projects.

1 | Campaign Finance Investigations

The MCC bans City vendors, lobbyists, and those seeking to do business with the City from contributing more than \$1,500 each year to any elected City official or candidate's political campaign. Moreover, lobbyists and entities in which a lobbyist has an ownership interest in excess of 7.5% are restricted from contributing any amount to the Mayor. Other rules and regulations, such as Executive Order 2011-4, place further restrictions on donations.¹²

Campaign contributions that potentially violate the MCC are sometimes identified through complaints; OIG also, however, engages in proactive monitoring and analysis of campaign contribution data to identify and examine potential violations. In particular, OIG's Center for Information Technology and Analytics has developed an automated data process to identify potentially improper contributions made to elected City officials or candidates by restricted contributors. In this effort, OIG has integrated and matched data from a variety of sources, including City contracts and records of payments made by the City to individuals and entities.

Pursuant to MCC § 2-156-445, "[a]ny person who solicits, accepts, offers or makes a financial contribution that violates the limits set forth in this section...shall not be deemed in violation of this section if such person returns or requests in writing the return of such financial contribution within ten calendar days of the recipient's or contributor's knowledge of the violation." Accordingly, once a potential violation is identified, OIG notifies the donor and the donation recipient of the violation and provides the individual or entity ten days to challenge the determination or cure the violation by

¹² Executive Order 2011-4 places a restriction on the mayor and City contractors by prohibiting City contractors, owners of City contractors, spouses or domestic partners of owners of City contractors, subcontractors to a City contractor on a City contract, owners of subcontractors to a City contractor on a City contract, and spouses or domestic partners of owners of subcontractors to a City contractor on a City contract from making contributions of any amount to the mayor. Any contract negotiated, entered into, or performed in violation of any of the provisions of this Order shall be terminable by the City.

returning the excess donation.¹³ If the excess donation is returned in a timely manner, or it is determined that a violation did not occur, OIG closes the matter as not sustained. In the event the matter is not cured or successfully challenged, OIG will sustain an investigation and deliver the case to BOE for adjudication.

This quarter, OIG resolved eight campaign finance matters, resulting in the return of \$11,705 in improper contributions. Details are provided in Table 8.

Table 8: Campaign Finance Activity

Case #	Aggregate Donation Amount (Year)	Donation Source	Donation Recipient	Amount of Returned Funds
C2025-000000091	\$2,500 (2023)	Person doing business with Chicago Board of Education	Elected official of the City	\$1,000
C2025-000000001	\$5,000 (2024)	Lobbyist	Elected official of the City	\$3,500
C2025-000000092	\$1,705 (2023)	Person doing business with the City	Elected official of the City	\$205
C2025-000000092	\$2,250 (2023)	Person doing business with the City	Elected official of the City	\$750
C2025-000000092	\$1,750 (2023)	Person doing business with the City	Elected official of the City	\$250
C2025-000000407	\$5,000 (2022)	Lobbyist	Elected official of the City	\$3,500
C2026-000000005	\$2,500 (2023)	Person doing business with Chicago Housing Authority	Elected official of the City	\$1,000
C2025-000000055	\$3,000 (2023)	Company affiliated with person doing business with the City	Elected official of the City	\$1,500

2 | O’Hare 21

OIG provides oversight for major construction initiatives across the City. Specifically, OIG has worked with CDA to oversee the multi-billion-dollar expansion project at O’Hare International Airport, commonly known as O’Hare 21.

OIG manages the work of Integrity Monitors (IMs), professional services contractors charged with investigating, auditing, and testing various processes and contracts associated with O’Hare 21. The IMs are given full access to contractor records and personnel. They monitor contractors’ compliance with laws, policies and procedures, and various contractual requirements, and report to

¹³ If the donor and/or recipient was already aware that the excess donation was a violation at the time the donation was made, then they may not be entitled to notice and opportunity to cure the violation and avoid a fine.

an Integrity Monitoring Committee; that committee is constituted of representatives of CDA, DPS, and OIG.

Working with the IMs, OIG receives information, leads, and complaints regarding potential misconduct on the project. Participating with CDA and DPS on the monitoring committee, OIG works in concert with partner departments to develop strategies and approaches to problems considering shared interests of promoting transparency and accountability in City business. OIG has developed an [O'Hare 21-specific tipline](#) and [email address](#) to enable members of the public, employees, and contractors to more easily raise concerns about O'Hare 21 to OIG.

F | Fines and Recoveries

In this quarter, BOE reached no new settlements on fines with the subjects of certain OIG investigations in which BOE found probable cause to believe that the subjects had violated the GEO. [All BOE settlement agreements are available to the public on the City's website.](#) Because settlements with BOE, including the names of subjects, are public pursuant to MCC § 2-156-385(4), OIG lists the names of the subject of its investigations.

IV | Public Safety

Pursuant to the separate powers and duties enumerated in MCC § 2-56-230, the Public Safety section supports OIG's mission of promoting economy, effectiveness, efficiency, and integrity by conducting independent, objective evaluations and reviews of CPD, the Civilian Office of Police Accountability (COPA), and the Police Board, as well as inspections of closed disciplinary investigations conducted by COPA and the Bureau of Internal Affairs (BIA).

A | Evaluations and Reviews

The Public Safety section conducts program and systems-focused evaluations and reviews of CPD, COPA, and the Police Board. Based on the findings of these inquiries, OIG makes recommendations to improve the policies, procedures, and practices of those entities. The following summarizes the Public Safety section report released this quarter.

1 | Public Safety 2026 Outlook on Police Oversight and Accountability¹⁴

Each year, OIG publishes an Outlook on Police Oversight and Accountability that lists projects under consideration for launch in that year by the Public Safety section. Potential projects are listed in categories corresponding to the Public Safety section's strategic priorities: (a) CPD's operational competence; (b) discipline and accountability; and (c) constitutional policing. In October 2025, OIG published its draft Outlook for public comment. The public comment period was open from October 31 to December 31, 2025. OIG is grateful to all those who responded with comments during that period. The final version of the Outlook on Police Oversight and Accountability was published on February 17, 2026.

The list of projects is intended to serve as a guiding document and is subject to change. OIG's Public Safety section may initiate other projects over the course of the year, and the section may not undertake each of the listed projects in 2026. Potential projects are developed from a variety of sources, including input from community members, CPD members, and OIG staff.

B | Review of Closed Disciplinary Investigations

Pursuant to its obligations under the MCC, the Public Safety section reviews individual closed disciplinary investigations conducted by COPA and BIA. OIG may make recommendations to inform and improve future investigations and, if it finds that a specific investigation was deficient such that its outcome was materially affected, may recommend that it be reopened. Closed investigations are selected for in-depth review based on several criteria, including, but not limited to, the nature and circumstances of the alleged misconduct and its impact on the quality of police-community relationships; the apparent integrity of the investigation; and the frequency of an occurrence or allegation. The closed investigations are then reviewed in a process guided by the standards for peer review of closed cases developed by the Council of Inspectors General on Integrity and Efficiency. OIG assesses sufficiency across several categories, including timeliness, professional standard of care, interviews, evidence collection and analysis, internal oversight, and case disposition.

¹⁴ Published February 17, 2026. See <https://igchicago.org/publications/2026-outlook-police-oversight-and-accountability/>.

This quarter, the Public Safety section’s Investigative Analysis unit examined 314 closed disciplinary cases and opened 31 for in-depth review. OIG found five COPA investigations and five BIA investigations that contained deficiencies materially affecting their outcomes.

Table 9: Disciplinary Cases Reviewed

Agency	Cases Screened	Cases Opened
BIA	230	15
COPA	84	16
Total	314	31

1 | Recommendations to Reopen Closed Disciplinary Investigations

This quarter, OIG sent BIA two letters and COPA one letter of recommendation to reopen an investigation. BIA accepted one and declined one of OIG’s recommendations, and COPA’s response is pending.

Additionally, by the end of this quarter, COPA responded to two recommendations to reopen sent in the fourth quarter of 2025. COPA declined one recommendation to reopen and accepted one recommendation to reopen.

Below are summaries of investigations that have reached a final disciplinary decision during the first quarter of 2026. Once BIA or COPA has responded to an OIG recommendation to reopen an investigation, and the underlying investigation has reached a final disciplinary decision, OIG’s recommendation letters and the agencies’ responses will be published on OIG’s website. In these procedural postures, OIG’s recommendations to reopen and the agencies’ responses have been available and, from time to time, released pursuant to MCC § 2-56-250 and the Illinois Freedom of Information Act. Accordingly, the summaries contained in this section of the quarterly report will include the names of involved CPD members. These recommendations to reopen, issued pursuant to MCC § 2-56-230(c), are separate from OIG’s own confidential investigative work, which is governed by the confidentiality provisions set out in MCC § 2-56-110.

a | Recommendation to Reopen to Consider All Available Evidence (C2025-000000353/CPD Log #2021-0004611)

COPA investigated allegations against CPD Officer Chavez Siler, Sr., regarding an incident that occurred while Officer Siler worked as a high school security guard. At dismissal time on November 16, 2021, Officer Siler instructed a student to exit the building through an authorized exit door. The two exchanged words then engaged in a physical altercation, during which Officer Siler’s firearm fell to the floor. The student alleged that Officer Siler pointed the firearm at them. The altercation ended when Chicago Public Schools (CPS) staff separated Officer Siler and the student.

COPA concluded the investigation with ten sustained allegations and recommended CPD impose discipline on Officer Siler in the range of a 365-day suspension up to separation. COPA, however, did not sustain the allegation that Officer Siler pointed their firearm at the student during the altercation, stating in its summary report that the “video evidence suggests that the pointing was likely incidental to Officer Siler’s action of picking up the gun.”

During its review, OIG identified a case supplementary report completed during CPD’s separate criminal investigation into the incident, in which a CPD Sergeant describes a witness video as

capturing Officer Siler picking up the firearm and then pointing the firearm at the student in two separate, distinct actions.¹⁵ OIG reviewed the same video and identified still images therein which are consistent with the description recorded by the CPD Sergeant in the case supplementary report. OIG recommended that COPA reopen the investigation to consider all available evidence related to the allegation that Officer Siler pointed their firearm at the student.

In response to OIG's recommendation, COPA declined to reopen the investigation, stating that it had "already recommended significant discipline for Officer Siler based on the nine [sic] sustained allegations in this case" and therefore reconsidering the firearm pointing allegation "would not materially affect COPA's recommendation."¹⁶ Additionally, COPA stated that reopening the investigation would risk the "viability of COPA's sustained findings and penalty recommendation" because the incident occurred more than four years prior to COPA's completion of the investigation. After COPA declined OIG's recommendation, CPD Superintendent Larry Snelling issued a letter concurring with COPA's findings and stated that CPD will seek separation for Officer Siler.

b | Recommendation to Reopen to Consider All Available Evidence and Rule 14 (C2025-000000424/CPD Log # 2024-0005863)

COPA investigated allegations that CPD Field Training Officer (FTO) David Ross, Star #15315: (1) pointed their firearm while touring for subjects; (2) placed their firearm against a juvenile subject's back without justification; (3) performed an emergency takedown on the subject without justification; (4) placed their knee against the subject's chest applying pressure; (5) applied direct pressure to the subject's throat without justification; (6) failed to immediately notify OEMC that they were involved in a reportable use of force incident; (7) failed to properly search the subject prior to transport; (8) failed to properly restrain the subject while in custody and in a CPD vehicle; (9) failed to keep the subject under observation while being held in a CPD vehicle; (10) forcefully pulled the subject from a CPD vehicle without justification; (11) used force against the subject while the subject was restrained in handcuffs without justification; (12) engaged in an unnecessary verbal altercation with the subject; (13) failed to timely notify OEMC of a firearm pointing incident; and (14) failed to accurately document their use of force in a Tactical Response Report (TRR). COPA sustained all allegations against FTO Ross except for pointing their firearm while touring for subjects, performing an emergency takedown, and applying pressure by placing their knee against the subject's chest. COPA recommended training and a suspension of 180 to 365 days.

During its review, OIG determined that COPA did not conduct an analysis of whether FTO Ross violated Rule 14, the CPD rule prohibiting false reports, when: (1) FTO Ross denied applying direct pressure to the subject's throat during their interview with COPA and omitted it from their TRR; (2) FTO Ross denied having forcefully pulled the restrained, and apparently unconscious, subject from the car and omitted this fact from their TRR; and (3) FTO Ross denied having used any reportable use of force on the subject while they were restrained and omitted it from their TRR.

OIG recommended that COPA reopen the investigation to consider whether FTO Ross made false reports in their TRR and to COPA during their interview, in violation of Rule 14.

¹⁵ Officer Siler was arrested on December 8, 2022, and charged with three felonies including aggravated battery. All three charges were dismissed, nolle prosequi, on June 14, 2024.

¹⁶ In its letter responding to OIG's recommendation, COPA stated it sustained nine allegations. COPA's summary report of its investigation and the allegations listed in its electronic case file report a total of ten sustained allegations.

In response to OIG's recommendations, COPA declined to reopen the investigation, noting that it had already recommended significant discipline, OIG did not identify "any evidence to establish that FTO Ross willfully made false statements," and that COPA "has no evidence that [FTO Ross] intended to mislead or to fabricate [their] account."

2 | Notifications

a | Notification to CPD of False Statements Made by a CPD Member During an Investigation (C2025-000000260/CPD Log #2025-0000920)

During its review of closed disciplinary cases, OIG identified that a CPD member made several false statements during a police investigation.

The CPD member was off-duty and driving through Algoma, Wisconsin when an Officer with the Algoma Police Department (APD) initiated a traffic stop of their vehicle for speeding. The CPD member identified themselves by providing the APD Officer with their driver license and CPD identification card.

During the traffic stop, the APD Officer asked the CPD member whether they consumed any alcohol that night, and the CPD member stated no. The APD Officer then asked the CPD member whether they were in possession of their duty weapon and they stated no. The APD Officer asked the CPD member a second time whether they consumed any alcohol, and they stated no.

The APD Officer completed their investigation and discovered that the CPD member was in fact in possession of their duty weapon, and a blood test later confirmed that the CPD member did consume alcohol that evening.

CPD investigated allegations of misconduct against the member for driving under the influence but did not investigate any misconduct related to their three separate false oral statements.

The U.S. Supreme Court established in *Brady v. Maryland* that exculpatory evidence, which is favorable to a criminal defendant be disclosed, including evidence that could impeach the credibility of a government witness.¹⁷ OIG notified CPD of the member's false statements and recommended it fulfill any disclosure obligations pursuant to *Brady v. Maryland*.

In response to OIG's recommendations, BIA agreed that the incident warranted further review and initiated a formal investigation, under a new log number, into the false oral statements.

b | Notification to COPA to Correct the Record (C2025-000000270/CPD Log # 2023-0004207)

COPA investigated allegations that CPD Officer Jesus Saavedra, Star #12727, Officer Ashton Smiley, Star #9488, and Officer De La O, Star #9329, detained the complainant without justification, searched the complainant without justification, failed to provide the complainant with an Investigatory Stop receipt, failed to correctly identify themselves, and failed to timely activate or prematurely deactivated their BWC. Officers De La O and Saavedra were further alleged to have provided a false, misleading, inaccurate, and/or incomplete statement in an Investigatory Stop Report (ISR). COPA sustained the allegations against all three Officers for failing to provide the complainant with an ISR receipt and untimely BWC activation or deactivation. COPA also sustained

¹⁷ *Brady v. Maryland*, 373 U.S. 83 (1963).

the allegation against Officer De La O for providing a false, misleading, inaccurate, and/or incomplete statement in an ISR.

During its review, OIG identified that in COPA's Final Summary Report (FSR) it stated in one paragraph that the allegation against Officer De La O for failing to correctly identify themselves was Exonerated, and in another paragraph, it stated the allegation was Sustained. Additionally, in CPD's Case Management System (CMS), it listed the allegation against Officer De La O as Exonerated. COPA's FSR and CMS' discipline records did not establish a clear finding for the allegation of failing to correctly identify themselves as it relates to Officer De La O.

Accordingly, OIG recommended that COPA reopen the investigation to correct its FSR or the CMS discipline record for Officer De La O so that it accurately reflects its findings.

In response to OIG's recommendation, COPA reopened the investigation and corrected its FSR to reflect that Officer De La O was exonerated for failing to correctly identify themselves.

c | Notification to COPA to Correct the Record (C2025-000000314/CPD Log #2022-0001873)

During its review of closed disciplinary cases, OIG identified an error in a CPD member's discipline record in CPD's CMS.

Officer Antonio Godinez, Star #19613, was alleged to have forcibly entered the complainant's apartment without justification and engaged in an unjustified verbal altercation. COPA sustained both allegations and recommended a 10-day suspension. CPD Superintendent Snelling concurred with the sustained findings and imposed a 20-day suspension instead of the recommended 10-day suspension.

Officer Godinez filed a grievance against CPD and its disciplinary decision. An arbitrator ruled that the finding of Sustained for the allegation of entering the complainant's apartment without justification be changed to Not Sustained. The arbitrator also ruled that the 20-day suspension be reduced to a 10-day suspension.

OIG's review of Officer Godinez's discipline record in CMS showed that the allegation of entering the complainant's apartment without justification was recorded as Sustained, contrary to the arbitrator's ruling. OIG notified COPA of this error and recommended it correct Officer Godinez's discipline record to reflect the arbitrator's award.

In response to OIG's recommendations, COPA worked with CPD to update Officer Godinez's discipline record in CMS.

d | Notification to COPA to Correct an Error in the Record (C2025-000000391/CPD Log #2024-0005478)

COPA investigated allegations that CPD Officer Tobias Houston, Star #10647, discharged Oleoresin Capsicum (OC) spray and conducted an emergency takedown of the subject without justification. COPA exonerated Officer Houston of the allegations.

OIG reviewed the FSR uploaded to CPD's System CMS and observed that comments made during the drafting process were included in the document. OIG further observed that the FSR was signed

by a deputy chief administrator-chief investigator. COPA's Final Summary Report Policy, Section (II)(D-E) requires, "All FSRs must have a DRAFT watermark designation until the report is finalized and approved by the Chief Administrator (or designee)" and "No FSR, or any of the Findings, conclusions, or recommendations contained within it, is final until it is approved by the Chief Administrator (or designee)." The FSR uploaded to CMS did not contain a "Draft" watermark designation; however, due to the visible drafting comments, it was unclear if it was a draft, or a final version approved by the Chief Administrator, or designee.

OIG recommended that COPA correct the record in CMS to include a clean, final version of its FSR.

In response to OIG's recommendations, COPA agreed to reopen the investigation and uploaded a corrected/final version of the FSR to CMS.

V | Reports and Monitoring Activity

A | Audits and Follow-Ups

Separate from its confidential investigative work, OIG's Audit and Program Review (APR) section produces a variety of public reports, including independent and objective analyses and evaluations of City programs and operations with recommendations to strengthen and improve the delivery of City services. These engagements focus on the integrity, accountability, economy, efficiency, and effectiveness of each subject. The following summarizes one audit published this quarter as well as the Audit and Program Review Section 2026 Annual Plan.

1 | Audit and Program Review Section 2026 Annual Plan¹⁸

Each year, OIG publishes an Annual Plan that lists projects under consideration for launch in that year by the Audit and Program Review section. Potential projects are listed into five broad categories corresponding with the functions and departments presented in the City's Annual Appropriation Ordinance, Summary E. In October 2025, OIG published its draft Annual Plan for public comment. The public comment period was open from October 31 to December 31, 2025. The final version of the Audit and Program Review Section Annual Plan was published on February 9, 2026.

The list of projects is intended to serve as a guiding document and is subject to change. The Audit and Program Review section may initiate other projects over the course of the year and the section may not undertake each of the listed projects in 2026. OIG gathers potential audit topics from a variety of sources, including intakes received from the public; suggestions from City officials, employees, and stakeholders; past OIG reports; OIG investigations; OIG staff knowledge; other governments' performance audits, audited financial statements, internal audits, and risk assessments; new City initiatives; program performance targets and results; public hearings and proceedings; and public source information, including media, professional, and academic reports and publications.

2 | Audit of 311 Service Request Performance (C2023-00000355)¹⁹

OIG conducted an audit of OEMC's management of 311 and its service request performance. The 311 system is the City's primary method for Chicagoans to request nonemergency City services, submit complaints, and access information about City programs, services, and events. The objectives of the audit were to determine whether 311 provides the public with high quality information about the status of their service requests in keeping with its mission to document, monitor, and provide easy access to information; and "[a]ssist[s] City departments, governmental, and non-governmental agencies [to] deliver improved customer service and manage resources more efficiently," as stated in its mission.

OIG found that service request information provided on 311's public facing platforms contributed to public confusion and distrust of City service delivery. 311 staff were aware of the importance of

¹⁸ City of Chicago Office of Inspector General, "Audit and Program Review Section 2026 Annual Plan," February 9, 2026, https://igchicago.org/wp-content/uploads/2026/02/OIG-Audit-and-Program-Review-2026-Annual-Plan_FINAL.pdf.

¹⁹ City of Chicago Office of Inspector General, "Audit of 311 Service Request Process," February 26, 2026, <https://igchicago.org/wp-content/uploads/2026/02/OIG-Audit-of-311-Service-Request-Process.pdf>.

high-quality information relevant to its mission and were taking steps to improve both public-facing and internal aspects of the 311 system. However, public confusion persists about the service request response process, status, and outcomes. In addition, OIG found 311's potential impact on City services and ability to provide deeper analysis was limited by its resourcing and positioning in an administrative support role. 311 did not carry out those of its responsibilities that required deeper involvement in operations of other City departments.

OIG recommended that 311 clarify its public resources about the service request process and information available about the status of service requests. 311 staff should continue to implement technology solutions to improve the various departments' abilities to respond to requests efficiently in the field. Additionally, 311 should hold regular meetings with departments and remind departments of the training resources available in Salesforce. Finally, 311 staff should work with other City departments to ensure 311 is resourced appropriately to fulfill its mission.

In response to OIG's audit findings and recommendations, OEMC stated that it will work to provide clarification of the service request process and update existing resources for the public. 311 will work with departments to update knowledge articles and reinforce existing guidance and training related to duplicate service requests. Additionally, 311 staff will develop guidance to support departments' correct use of notes, statuses, and closure categories. OEMC also stated that it will work with the Department of Technology and Innovation to create a "duplicate" outcome category for complaints and will continue to invest in system improvements. Finally, OEMC stated that it will work with the Office of Budget and Management to coordinate its staffing needs. In the meantime, 311 staff will have more structured and consistent engagement with departments.

B | Advisories and Department Notification Letters

Advisories and department notification letters describe management problems observed by OIG sections in the course of its various oversight activities, which OIG determines to merit official notice to City or department leadership. OIG completed two advisories this quarter.

1 | Advisory Concerning Overtime Payments to Ineligible Employees (C2024-000000195)²⁰

A core function of OIG is to make recommendations for the improved economy, efficiency, effectiveness, and integrity of City operations.²¹ In November 2025, OIG advised DHR and the Department of Finance (DOF) that it had determined some City employees have received overtime pay to which they may not have been entitled. OIG's determination was based on the employees' Fair Labor Standards Act (FLSA) status, as determined by DHR.

The basic FLSA standard for overtime entitles certain workers to pay of "at least one and one-half times their regular rate of pay after 40 hours of work in a workweek."²² Pursuant to FLSA and the collective bargaining agreements covering City employees, however, certain City employees are

²⁰ City of Chicago Office of Inspector General, "Advisory Concerning Overtime Payments to Ineligible Employees," January 21, 2026, <https://igchicago.org/wp-content/uploads/2026/01/Advisory-Concerning-Overtime-Payments-to-Ineligible-Employees.pdf>.

²¹ MCC § 2-56-030(c)

²² Wage and Hour Division of U.S. Department of Labor, "Handy Reference Guide to the Fair Labor Standards Act," 1, accessed January 15, 2026, <https://www.dol.gov/sites/dolgov/files/WHD/legacy/files/wh1282.pdf>.

exempt from that standard and therefore not entitled to overtime pay. That is, FLSA-exempt employees whose labor unions have not negotiated overtime pay are ineligible for such pay.

OIG analyzed a DHR-provided list of City titles and their relevant FLSA statuses alongside relevant collective bargaining agreements and determined that, from 2020 through 2024, the City may have paid \$26.5 million in overtime to potentially ineligible employees.

In its response to OIG's advisory, DHR and DOF acknowledged the need for "additional steps" to prevent overtime payments to ineligible employees. They identified corrective actions in pursuit of that goal and committed to collaborate with each other in order "to implement measures to ensure the City is not paying overtime to ineligible employees."

2 | Advisory on the Department of Law's Cooperation with Oversight of Its Employment Actions (Compliance Intake No. 2024-000008337)

In January 2026, OIG advised DOL that it had failed to meet its duty to cooperate with that oversight by refusing to provide hiring records to which OIG is entitled, and recommended that, going forward, DOL comply with oversight of its employment actions. DOL declined, in part, to provide the records OIG requested because they related to a position DOL described as "high profile." OIG noted in its advisory that neither OIG's legal authority to review employment actions nor DOL's duty to cooperate with OIG permit exceptions for "high profile" matters. OIG's advisory further reflects that, following DOL's refusal to provide OIG with the requested records, OIG submitted a covert and anonymous request for those records under the Freedom of Information Act (FOIA). DOL produced the records which it had previously declined to provide to OIG in response to that FOIA request, in a determination at odds with a suggestion that the records were so confidential as to be exempt from oversight.

In a response to OIG's letter, dated February 27, 2026, DOL acknowledges that OIG has the authority to monitor employment actions under the City's Employment Plan, but does not explain why employment records were withheld from OIG. Instead, DOL only states that it recognizes "inconsistencies in production" between its responses to OIG and to FOIA requestors. DOL reports that it has provided "additional training on policy and procedures" to the employees involved in those tasks. The Mayor's Office, to which OIG sent a copy of its advisory, also responded despite not being required to do so. In that response, dated February 3, 2026, the Mayor's Office notes that it asked DOL "to review the matter to ensure that [DOL's] approach remains consistent with all applicable legal obligations" and further that OIG's January 2026 letter was "the first notice the Mayor's Office has received regarding these concerns."

C | Other Reports and Activities

In the service of its mission to promote economy, effectiveness, efficiency, and integrity, OIG may periodically participate in additional activities and inquiries, outside of the other categories identified here, to improve transparency and accountability in City government, and may from time to time issue additional reports. OIG issued no additional reports this quarter.

D | Monitoring Employment Actions

OIG's Compliance unit, situated within its Legal section, has broad oversight responsibilities under the Employment and Hiring Plans which govern the employment practices of the City, CPD, and

CFD. The Compliance unit came into formal existence as a product of an evolving partnership between OIG and the court-appointed monitor overseeing the City's hiring and promotion practices under the decree entered in *Shakman, et al. v. City of Chicago, et al.*, No. 69-cv-2145 (N.D. Ill.). From spring 2010 through spring 2014, the OIG-*Shakman* Monitor partnership gradually transitioned from the court-appointed Monitor to OIG for both disciplinary investigations and program compliance and monitoring activities. That transition was completed in June 2014 with the court's finding the City in substantial compliance with the *Shakman* decree.

The Compliance unit's responsibilities are specific to overseeing the City's employment actions, issuing guidance, training, and program recommendations to City departments on a broad and complex array of employment-related actions; monitoring human resources activities including hiring and promotion; performing legally mandated and discretionary audits and reviews; and reviewing the City's hiring and employment practices to ensure compliance with applicable rules.

The Compliance unit performs quarterly reviews and audits of data regarding the hiring processes to identify Employment Plan violations or errors. As defined in the Employment Plan, a review involves a check of all relevant documentation and data concerning a matter, while an audit is a check of a random sample or risk-based sample of the documentation and data concerning a hiring element. Employment Plan violations are actions and/or behaviors that are not in compliance with the City's Employment and Hiring Plans.

The following section includes information on these activities and others on which OIG is required to report pursuant to the Employment and Hiring Plans and MCC § 2-56-035.

1 | Review of Contracting Activity

Under the Contractor Policy, departments are required to annually report to OIG the names of all contractors performing services on City premises. This quarter, OIG did not receive any annual reports from departments of contractors performing services on City premises.

OIG may also choose to review any solicitation documents, draft agreements, final contracts, or agreement terms to assess whether they follow the Contractor Policy. This review includes analyzing contracts for common-law employee risks and ensuring the inclusion of the 2014 Hiring Plan Prohibitions and a Contractor Selection Certification.²³ OIG shall report on all service contracts or agreements received and reviewed by OIG Compliance. This quarter, OIG did not receive or review any contracts.

2 | Hiring Related Reviews Performed by OIG

a | Contacts by Hiring Departments

OIG tracks all reported or discovered instances in which hiring departments contacted DHR to lobby for or advocate on behalf of actual or potential applicants or bidders for positions that are not exempt from the requirements of the *Shakman* decree ("covered positions") or to request that

²³ The 2014 Hiring Plan Prohibitions state that the City is prohibited from hiring persons as governmental employees in non-exempt positions on the basis of political reasons or factors. Contractor Selection Certifications are certifications signed by the contractor and user department affirming that no political reasons, factors, or other improper considerations influenced the selection.

specific individuals be added to any referral or eligibility list. This quarter, OIG received no notifications of such direct contact occurrences.

b | Contacts by the Fire Department

OIG tracks all reported or discovered instances in which CFD contacted DHR or the Office of Public Safety Administration (OPSA)'s human resources function (OPSA-HR) to lobby for or advocate on behalf of actual or potential applicants or bidders for positions that are not exempt from the requirements of the *Shakman* decree (covered positions) or to request that specific individuals be added to any referral or eligibility list. This quarter, OIG received no notifications of such direct contact occurrences.

c | Chicago Police Department Intervention

OIG tracks all reported or discovered instances in which CPD hiring units contacted DHR or OPSA-HR to lobby for or advocate on behalf of actual or potential applicants for covered positions or to request that specific individuals be added to any referral or eligibility list. This quarter, OIG received no notifications of CPD intervention.

d | Contacts by Elected and Appointed Officials

OIG tracks all reported or discovered instances in which elected or appointed officials of any political party or any agent acting on behalf of an elected or appointed official, political party, or political organization contacted the City attempting to affect any hiring for any covered position or other employment actions.

Additionally, City employees often report contacts by elected or appointed officials that may be categorized as inquiries on behalf of their constituents, but not as an attempt to affect any hiring decisions for any covered position or other employment actions. This quarter, OIG received two notifications of political contacts.

Compliance Case No. C2025-000000135

On December 3, 2024, the Compliance unit of the OIG observed a public meeting of the Chicago City Council Committee on Budget and Government Operations in which some alderpersons stated that they had contacted DHR regarding a former employee who had been designated ineligible for rehire. "Political contacts" must be reported to OIG pursuant to Chapter II(C)(5) of the City's Employment Plan which states that "[a]ll contacts [...] from any elected or appointed official of any political party [...] attempting to provide a recommendation for a Candidate or affect any hiring for any Covered Position or Other Employment Actions shall be reported to OIG within 48 hours." OIG did not receive such notice, and recommended that DHR provide records of such contacts if they existed and provide notice to OIG of all such political contacts within 48 hours.

In response to OIG's recommendations, DHR stated that it does not possess documentation relating to the alderpersons at issue and the employee. Furthermore, DHR will continue to comply with its reporting obligations under the City's Employment Plan.

e | *Shakman*-Exempt Hiring

OIG reviews for adherence to *Shakman*-exempt hiring process requirements, all reported or discovered *Shakman*-exempt appointments, and modifications to Exempt Lists.²⁴ This quarter, OIG received notification of 42 *Shakman*-exempt appointments.

f | Senior Manager Hires

OIG may review in-process senior manager hires pursuant to Chapter VI of the City's Employment Plan, Chapter VII of the CPD Hiring Plan for Sworn Titles, and Chapter VI of the CFD Hiring Plan for Uniformed Positions, each covering the Senior Manager Hiring Process. This quarter, OIG reviewed one senior manager hiring sequence and found no violations.

g | Selected Department of Law Hiring Sequences

Pursuant to Section B.7 of the DOL Hiring Process, OIG has the authority to review in-process DOL hiring packets. Hiring packets include assessment forms, notes, documents, written justifications, and hire certification forms. This quarter, OIG conducted no reviews of DOL hiring sequences.

h | Discipline, Arbitrations, and Resolution of Grievances by Settlement

OIG receives notifications of disciplinary decisions, arbitration decisions, and potential grievance settlement agreements that may impact the procedures outlined in the City's Employment Plans. This quarter, OIG did not receive or review any notifications of arbitration decisions, disciplinary decisions or resolutions of grievances by settlement.

i | Modifications to Class Specifications, Minimum Qualifications, and Screening and Hiring Criteria

OIG may review modifications to class specifications, minimum qualifications, and screening and hiring criteria. This quarter, OIG reviewed 33 class specifications which were new or contained modifications.

j | Referral Lists

A referral list includes applicants/bidders who meet the predetermined minimum qualifications generated by DHR for City positions. OIG may review this list by examining a sample of referral lists and notifying DHR when potential issues are identified. This quarter, OIG reviewed three referral lists.

k | Chicago Police Department Written Rationale

OIG reviews any written rationale when no consensus selection was reached during a Consensus Meeting for Covered Positions within CPD. This quarter, OIG did not receive any such written rationale related to a no consensus selection.

²⁴ An exempt position is a City position to which the requirements governing Covered Positions do not apply. These positions are cataloged on the Exempt List which is publicly available on the DHR website.

l | Chicago Fire Department Written Rationale

OIG reviews any written rationale when no consensus selection was reached during a Consensus Meeting for Covered Positions. This quarter, OIG did not receive any such written rationale related to a no consensus selection.

m | Chicago Police Department Emergency Appointments

OIG reviews circumstances and written justifications for any emergency appointments made pursuant to the City of Chicago Personnel Rules and Section 2-74-050(8) of the MCC. This quarter, OIG did not receive notification of any CPD emergency appointments.

n | Chicago Fire Department Emergency Appointments

OIG reviews circumstances and written justifications for any emergency appointments made pursuant to the City of Chicago Personnel Rules and Section 2-74-050(8) of the MCC. This quarter, OIG did not receive notification of any CFD emergency appointments.

3 | Hiring Related Audits Performed by OIG

a | Selected Hiring Sequences covered by the City of Chicago Employment Plan

Each quarter, OIG may audit in-process and completed hiring sequences conducted by the following departments or their successors: the Department of Fleet and Facility Management (2FM), CDA, the Department of Buildings (DOB), DSS, CDOT, DWM, and six other City departments selected at the discretion of OIG. Additionally, OIG has the authority, pursuant to 2-56-035 of the MCC to audit employment actions under the hiring plan and related policies and procedures. This quarter, OIG completed two audits of hiring sequences covered by the City of Chicago Employment Plan.

b | Examinations Covered by the City of Chicago Employment Plan

OIG may conduct an audit of DHR test development, administration, and scoring each quarter. This quarter, OIG conducted one audit of an examination covered by the City of Chicago Employment Plan.

c | Chicago Police Department Testing

OIG is required to conduct audits of CPD testing including test administration and scoring. This quarter, OIG conducted one audit of a test administration for covered positions within CPD.

d | Chicago Fire Department Testing

OIG is required to conduct audits of CFD testing including test administration and scoring. This quarter, OIG did not conduct any audits of test administrations for covered positions within CFD.

e | Acting Up

OIG audits compliance with Chapter XIII of the City's Employment Plan and the Acting Up Policy. This quarter, OIG received no DHR-approved waiver requests to the City's 90-Day Acting Up limit.

f | Selected Chicago Police Department Hiring Sequences

Pursuant to Chapter XI of the CPD Hiring Plan for Sworn Titles, OIG completes mandatory audits of in-process and completed CPD hiring sequences as well as employees hired through the Merit Promotion Process to ensure compliance with the hiring process. This quarter, OIG did not conduct any audits of CPD hiring sequences.

g | Selected Chicago Fire Department Hiring Sequences

Pursuant to Chapter IX of the CFD Hiring Plan for Uniformed Positions, OIG completes mandatory audits of in-process and completed CFD hiring sequences as well as employees hired through the Performance Selection Process. This quarter, OIG did not conduct any audits of CFD hiring sequences.

h | Chicago Police Department Modifications to Class Specifications, Minimum Qualifications, and Screening and Hiring Criteria

OIG is required to conduct audits of CPD modifications to class specifications, minimum qualifications, and screening and hiring criteria. This quarter, OIG did not receive any requests for such modifications from CPD.

i | Chicago Fire Department Modifications to Class Specifications, Minimum Qualifications, and Screening and Hiring Criteria

OIG is required to conduct audits of CFD modifications to class specifications, minimum qualifications, and screening and hiring criteria. This quarter, OIG did not receive any requests for such modifications from CFD.

j | Chicago Police Department Candidate Lists

OIG is required to conduct audits of CPD candidate lists who meet the predetermined minimum qualifications for the positions that are created by DHR. This quarter, OIG did not conduct any audits of CPD candidate lists.

k | Chicago Fire Department Referral Lists

OIG is required to conduct audits of CFD referral lists who meet the predetermined minimum qualifications for the positions that are created by DHR. This quarter, OIG did not conduct any audits of CFD referral lists.

l | Chicago Police Department Acting Up

OIG is required to audit compliance with Chapter X of CPD's Hiring Plan and the Acting Up Policy. This quarter, OIG did not receive any Acting Up reporting from CPD.

m | Chicago Fire Department Acting Up

OIG is required to audit compliance with Chapter XI of CFD's Hiring Plan and the Acting Up Policy. This quarter, OIG did not receive any Acting Up reporting from CFD.

n | Chicago Police Department Arbitrations and Resolution of Grievances by Settlement

OIG is required to audit all arbitration decisions and grievance settlement agreements that may impact the procedures under CPD’s Hiring Plan. This quarter, OIG did not receive any arbitration decisions or grievance settlement agreements that may impact the procedures under CPD’s Hiring Plan.

o | Chicago Fire Department Arbitrations and Resolution of Grievances by Settlement

OIG is required to audit all arbitration decisions and grievance settlement agreements that may impact the procedures under CFD’s Hiring Plan. This quarter, OIG did not receive any arbitration decisions or grievance settlement agreements that may impact the procedures under CFD’s Hiring Plan.

4 | Other Compliance Activity

a | Monitoring

In addition to auditing hire packets, OIG monitors hiring sequences as they progress by attending and observing intake meetings, interviews, tests, and consensus meetings. The primary goal of monitoring hiring sequences is to identify any gaps in internal controls and non-compliance with the City of Chicago’s Employment and Hiring Plans. However, real-time monitoring also allows OIG to detect and address compliance issues as they occur.

OIG identifies the hiring sequences to be monitored based on risk factors such as past errors, complaints, and historical issues with particular positions. This quarter, OIG monitored 13 hiring sequences across six City departments. The table below shows the breakdown of monitoring activity by department.²⁵

Table 10: Hiring Sequences Monitored in Q1 2026

Department	Intake Meetings Monitored	Tests Monitored ²⁶	Interview Sets Monitored ²⁷	Consensus Meetings Monitored	Violations	Errors
Department of Procurement Services	0	0	1	1	0	0
Chicago Police Department	1	1	1	1	0	0
Department of Transportation	0	1	0	0	0	0
Department of Aviation	0	0	2	2	0	0
Department of Water Management	0	0	1	0	0	0
Department of Law	0	0	1	0	0	0

²⁵ If a department is not included in this table, OIG did not monitor any elements of that department’s hiring sequence(s).

²⁶ Tests monitored are totaled by exam type, i.e. Police Officer, Detective, etc.; not total number of tests monitored for exam type.

²⁷ Interview Sets Monitored are totaled by positions monitored; not total number of interviews monitored.

b | Escalations

Recruiters, classification analysts, and testing administrators in DHR must escalate concerns regarding improper hiring by notifying OIG. In response to these notifications, OIG may take one or more of the following actions: conduct a review of the hiring sequence, refer the matter to the DHR commissioner or appropriate department head for resolution, or refer the matter to the OIG Investigations section.

This quarter, OIG did not receive any new escalations.

Table 11: Escalations Received in Q1 2026

Escalation Status	Number of Escalations
Newly initiated	0
Pending	1
Referred to DHR commissioner	0
Closed with investigation	0
Closed without investigation ²⁸	0

c | Processing of Complaints

OIG receives complaints regarding the City’s hiring and employment processes, including allegations of unlawful political discrimination and retaliation and other improper considerations in connection with City employment. These complaints may be resolved in several ways, depending on the nature of the complaint. If there is an allegation of an Employment Plan violation or breach of a policy or procedure related to hiring, OIG may open an inquiry into the matter to determine whether such a violation or breach occurred. If a violation or breach is sustained, OIG may make corrective recommendations to the appropriate department or may undertake further investigation. If, after sufficient inquiry, no violation or breach is found, OIG will close the case as Not Sustained. If, during an inquiry, OIG identifies a process or program that could benefit from a more comprehensive audit, OIG may consider a formal audit or program review.

The table below summarizes the disposition of complaints related to the City’s hiring and employment processes received this quarter.

Table 12: Hiring and Employment-Related Complaints Received in Q1 2026

Complaint Status	Number of Complaints
Newly initiated	22
Pending	20
Closed	2
Declined	2

²⁸ Escalations categorized as Closed without Investigation are received by OIG with either (1) a self-initiated remedy from the DHR commissioner and the escalation is considered closed after OIG reviews the escalation and concurs with the remedy issued by DHR with no further recommendations made by OIG; or (2) after review or inquiry, any findings and recommendations of OIG are reported to the DHR commissioner and, when appropriate, the department head and the DHR commissioner reports to OIG what action they took on OIG’s recommendation.

Compliance Case No. C2024-000000199

OIG received a complaint that a candidate for Police Officer with CPD was disqualified as an eligible candidate due to his history of residency outside the United States. Although OPSA has a policy requiring disqualification of candidates if they have not resided in the United States continuously for the five years preceding their application, this policy does not appear to be public. OIG recommended that CPD modify its recruiting materials to advertise this employment requirement for applicants to avoid future confusion amongst candidates and curtail waste and inefficiency in City hiring. OPSA has not provided a substantive response to OIG's recommendation.



The City of Chicago Office of Inspector General is an independent, nonpartisan oversight agency.

The authority to perform this inquiry is established in the City of Chicago Municipal Code §§ 2-56-030 and -230, which confer on OIG the power and duty to review the programs of City government in order to identify any inefficiencies, waste, and potential for misconduct; to promote economy, efficiency, effectiveness, and integrity in the administration of City programs and operations; and, specifically, to review the operations of CPD and Chicago's police accountability agencies. Further, Paragraph 561 of the consent decree entered in *Illinois v. Chicago* requires OIG's Public Safety section to "review CPD actions for potential bias, including racial bias." The role of OIG is to review City operations and make recommendations for improvement. City management is responsible for establishing and maintaining processes to ensure that City programs operate economically, efficiently, effectively, and with integrity.

For further information about this report, please contact the City of Chicago Office of Inspector General, 231 S. LaSalle Street, Chicago, IL 60604, or visit our website at igchicago.org.

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