



CITY OF CHICAGO
OFFICE OF INSPECTOR GENERAL

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Quarterly Report: Third Quarter 2026

October 15, 2026

DAVID GLOCKNER | 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 third quarter of 2026, filed with City Council pursuant to Section 2-56-120 of the Municipal Code of Chicago (MCC).

This third quarter marks the first full quarter of my tenure as Inspector General, and it offers an opportunity to reflect on where we've made progress and how we are evolving to better serve the City and the public. We have focused particularly on improving the timeliness, efficiency, and impact of our work. Our audits and investigations are most useful when they are timely. If too much time passes between the start and the end of a matter, its findings may no longer reflect current conditions, and delays in investigations can prolong uncertainty for employees, departments, and the public. When the behavior under review is serious, delays can extend harm and postpone the corrective action needed to safeguard the City and all who call Chicago home.

With these realities in mind, we have continued to reduce our backlog and accelerate the pace of our work. In Q3, our investigations team reduced the number of matters pending for more than one year by nearly one-third and resolved more than twice as many cases as in the previous quarter. Our audit team has also continued its strong output, completing nine reports since May — matching OIG's all-time *annual* high in less than two quarters — with more on the way.

You will notice that this quarter's report looks a bit different. While we continue to meet all Municipal Code reporting requirements, we have redesigned several sections to make them clearer and more accessible. You will see more plain-language explanations, definitions of terms we use, and new graphic representations that make the scope and impact of our work easier to understand at a glance.

As we look to the months ahead, our goal is not just to work more efficiently, but to increase the impact of our oversight. That means directing our audit and investigative resources to the City's most significant risks, strengthening partnerships with departments while maintaining our independence, and expanding the use of analytics to proactively detect indicators of fraud, waste, or misconduct. And as always, tips from City employees and residents remain vital to our work.

Thank you for your continued engagement and for helping ensure accountability, transparency, and integrity in Chicago's government.

Respectfully,



David Glockner
Inspector General
City of Chicago

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This quarterly report provides an overview of the operations of OIG from July 1, 2026, through September 30, 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 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](#).

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

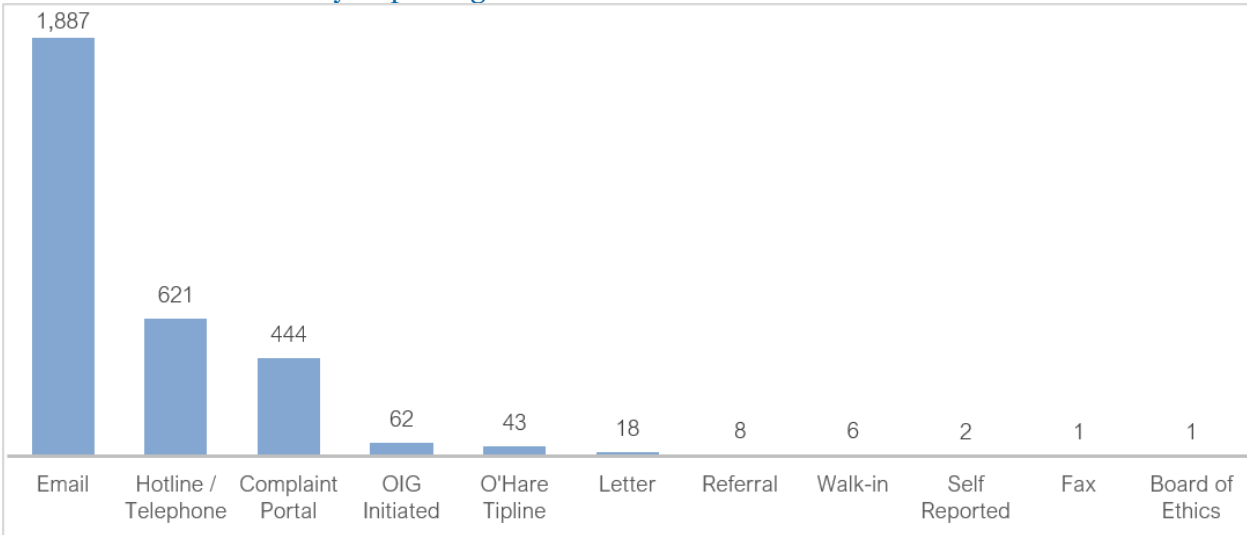
OIG’s Intake section receives intakes about misconduct, waste, abuse, or mismanagement in City government from members of the public, city employees, and other entities. The following provides a summary of the actions taken this quarter and fulfills the reporting requirements set out in MCC § 2-56-120.

1 | Intakes Received This Quarter

Intakes may be submitted through OIG’s telephone hotline, online intake forms, email, and other reporting methods. In addition, OIG initiates its own intakes² and accepts referrals from external government agencies.

In Q3 2026, OIG received 3,093 intakes. The following chart shows the various reporting methods by which those intakes were received.

Intakes Chart 1: Intakes by Reporting Method



Closed Intakes

OIG may determine that an intake does not warrant further review and designate it as ‘closed.’ Intakes are closed for a variety of reasons. For example, an intake is closed if it lacks sufficient information or clarity to provide a basis for investigative follow-up, or is incoherent, incomprehensible, or factually impossible. An intake is also closed if it is a question or request for information to which OIG can provide a response, and no further investigation is needed.

In Q3 2026, OIG closed 2,053 intakes.

² OIG initiated intakes are intakes submitted by an OIG employee or intakes generated based on OIG data analytics.

Discontinued Intakes

OIG is also required by MCC § 2-56-120 to report on “the number of complaints initiated but discontinued and the reasons for such discontinuation.” Once an intake is initiated for further review, OIG may choose to discontinue it instead of opening an investigation. Intakes may be discontinued for a variety of reasons, including that they fail to state a violation of the MCC, raise a customer service issue that is not within OIG’s jurisdiction, or are pending before another administrative or judicial body, among other reasons.

In Q3 2026, OIG discontinued 876 intakes. After an intake is discontinued, the content may inform non-investigative inquiries or future investigations.

Table 1: Discontinued Intakes

Category of Discontinued Intakes	Number of Discontinued Intakes
Complaint lacks foundation/no violation	461
Customer service inquiry	201
Duplicate of complaint previously received	67
Ticket/citation inquiry	56
Labor/management dispute	48
Pending before administrative or judicial body	20
Other	15
Fully adjudicated	8
Total	876

Ethics Complaint Intakes

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 Q3 2026, OIG declined 35 complaints alleging violations of the GEO.

Table 2: Ethics Complaints Declined

Category of Declined Ethics Complaints	Number of Declined Ethics Complaints
Ethics complaint lacks foundation	12
Failure to allege a violation of MCC § 2-156	16
Ethics complaint of the same alleged conduct already received	7
Total	35

Referred Intakes

In determining whether to open an intake into an investigation, OIG evaluates, among other factors, 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. Following this review, OIG may discontinue the intake as outlined above, refer the intake to another City department or other agency, or open an investigation.

In Q3 2026, OIG made 432³ intake referrals to City departments⁴ or other agencies.⁵ A single OIG intake may be referred to more than one agency.

Table 3: Referred Intakes

Referred Agency	Number of Referrals
Chicago Police Department	195
Civilian Office of Police Accountability	92
Chicago Department of Human Resources	38
Chicago Fire Department	17
Chicago Department of Aviation	12
Chicago Department of Streets and Sanitation	12
Chicago Office of Emergency Management and Communications	10
Chicago Board of Education Office of Inspector General	7
Chicago Department of Transportation	7
Chicago Park District Office of Inspector General	7
Chicago Department of Water Management	5
Chicago Department of Business Affairs and Consumer Protection	4
Chicago Department of Finance	4
Agencies of the Illinois Governor Office of Executive Inspector General	3
Chicago Public Library	3
Cook County Office of the Independent Inspector General	3
Chicago Department of Fleet and Facility Management	2
Chicago Department of Public Health	2
Chicago Department of Buildings	1
Chicago Department of Housing	1
Chicago Housing Authority Office of Inspector General	1
City Colleges of Chicago Office of Inspector General	1

³ OIG referred 417 intakes to the agencies listed in Table 1. Some intakes were referred to more than one agency, resulting in a total of 432 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, intakes which provide notification of publicly available information on an arrest of a City employee, and intakes that are more appropriately handled by a department's internal management.

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."

Referred Agency	Number of Referrals
Cook County Assessor's Office	1
Federal Bureau of Investigation	1
Metropolitan Water Reclamation District of Greater Chicago Office of the Interim Inspector General	1
United States Department of Housing and Urban Development Office of Inspector General	1
United States Postal Service Office of Inspector General	1
Total	432

III | Investigations

OIG’s Investigations section undertakes 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 below 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 Q3, OIG had 187 active investigations. During Q3 2026, OIG initiated 25 investigations, of which 6 were self-initiated, and concluded 81 investigations.



2 | Open Matters

OIG’s 187 open misconduct investigations at the end of Q3 involve a range of subjects and types of alleged misconduct, as shown in Table 4.

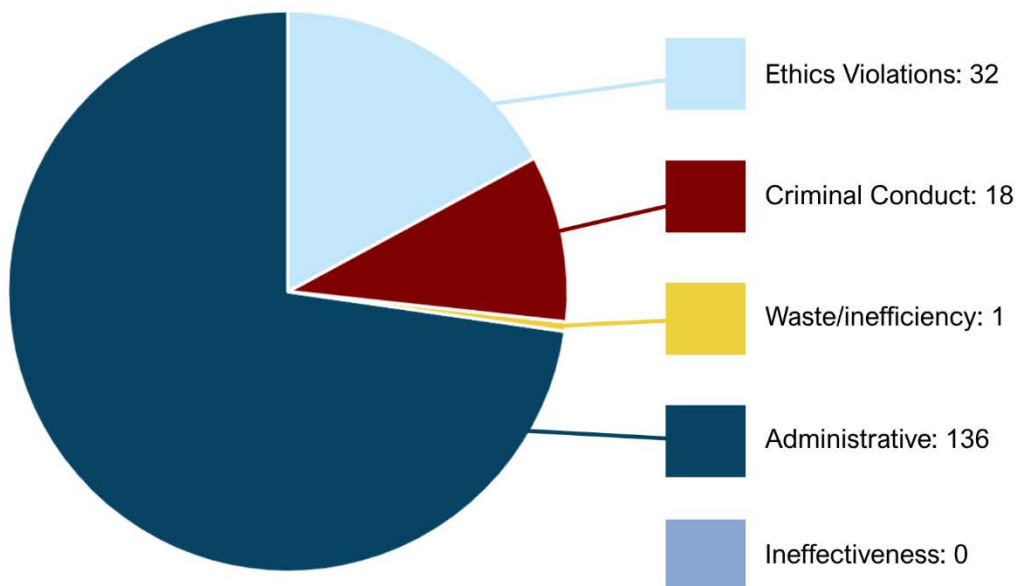
⁶ Created by state legislation in 1956, PBC is responsible for planning, designing, and constructing municipal buildings, including schools, libraries, fieldhouses, and fire stations. See: <https://pbcchicago.com/>.

Table 4: Subject of Investigations

Subject of Investigations	Number of Investigations ¹
City employees	153
Elected officials	11
Contractors, subcontractors, and persons seeking contracts	17
Licensees	2
Appointed officials	0
Other	4
Total	187

Table 5: Nature of Allegations Under Investigation

Nature of Allegations	Number of Cases
Misconduct	186
- Criminal conduct	18
- Ethics violations	32
- Administrative ⁷	136
Ineffectiveness	0
Waste/inefficiency	1
Total	187

Nature of Allegations Under Investigation (187 Total Open Cases Q3)

⁷ An allegation of Administrative misconduct refers to investigations in which violations of the City's employee personnel rules or other departmental policies are alleged.

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.

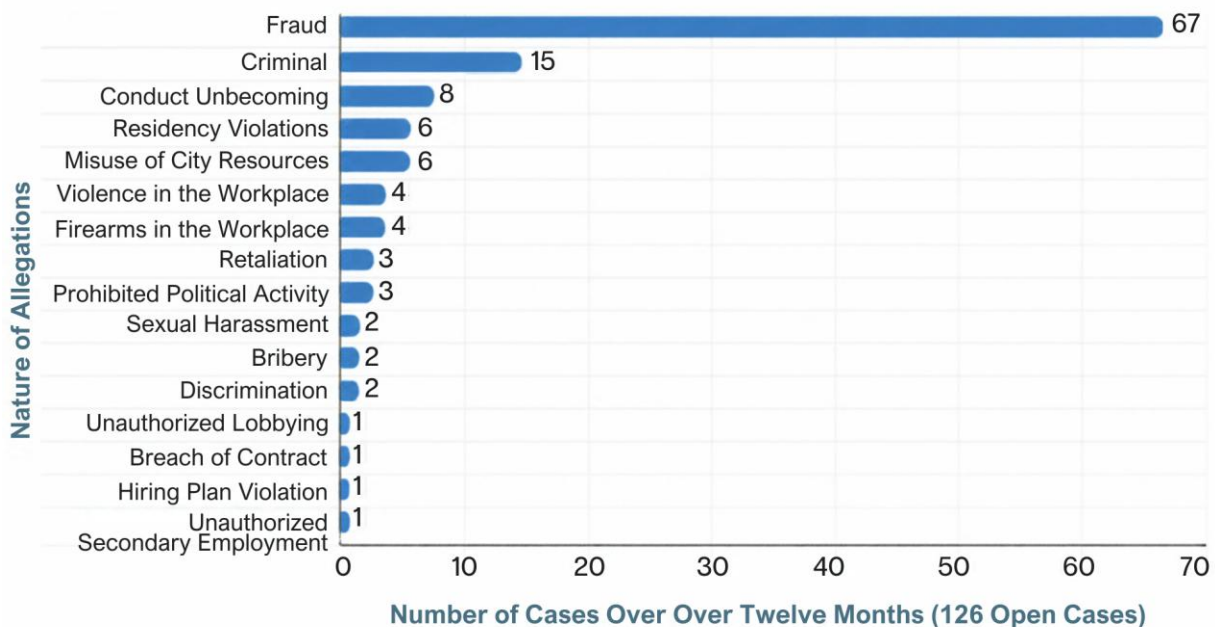
During this quarter, OIG did not request the Superintendent's authorization to open any investigation pursuant to Paragraph 481.

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 187 investigations pending as of September 30, 2026, 126 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.

This quarter, approximately 67 percent of all cases open at the end of the quarter have been open for longer than 12 months. The number of investigations open for more than one year at the end of Q3 represents an approximately 30 percent reduction in the number of cases open over 12 months compared to the end of the second quarter. A substantial portion of the aged fraud cases shown in Table 6 below involve allegations of pandemic assistance fraud and are nearing completion.

Table 6: Investigations Open Over Twelve Months, Q3 2026



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 PBC⁸.

In Q3 2026, OIG received three new complaints 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 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 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, when that information is available. These synopses are intended to reflect 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.

1 | Sexual, Racial, and Religious Harassment; Violence in the Workplace; Failure to Act and Report Misconduct; Violation of Debarment Rules (C2023-000000109)

An OIG investigation established that a former Department of Water Management (DWM) plumber committed multiple acts of sexual harassment, racial harassment, religious harassment, and violence towards multiple DWM employees at a DWM worksite. In addition to numerous other allegations of violations of the City’s Personnel Rules (leaving the work site without authorization, engaging in conduct prohibited by law, discourteous treatment to members of the public, reporting to work under the influence of alcohol or drugs, interfering with others on the job), the plumber also

⁸ Please see page 41 for a summary of a PBC program review that was concluded this quarter.

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.

initiated a physical fight with a City resident, which resulted in the resident breaking a leg. The plumber refused to submit to a drug and alcohol test and DWM placed the plumber on an administrative absence while they pursued discharge for the refusal. The Department of Human Resources (DHR) Equal Employment Opportunity (EEO) Office sustained allegations against the plumber for violating EEO and Violence in the Workplace Policies. The plumber resigned from City employment under inquiry by EEO and was designated as ineligible for rehire by the City. The injured resident filed a civil lawsuit against the City and the plumber, which resulted in a financial settlement and dismissal. The plumber declined to speak to OIG.

Following resignation from City employment, the plumber began work for a contractor on a DWM project. Because the plumber had already been deemed ineligible to work for the City, OIG recommended that the plumber be debarred and deemed ineligible to work on City contracts or subcontracts under the City's Debarment Rules, Section V(h). In response, the Department of Procurement Services (DPS) issued a notice of proposed debarment.

OIG's investigation further established that the supervising DWM assistant district superintendent (ADS) on the worksite that day was witness to multiple instances of the plumber's misconduct and failed to act to ensure the safety of DWM employees and nearby civilians. Moreover, OIG's investigation revealed that, instead of taking action, the ADS attempted to avoid witnessing misconduct and failed to report the plumber's misconduct.

OIG found that the ADS violated the City's Personnel Rule XVIII, Section 1, Subsection 29 (failing to take action to complete an assignment safely), Subsection 38 (inattention to duty), 39 (incompetence or inefficiency in the performance of duties), and Subsection 50 (conduct unbecoming a public employee), and the Violence in the Workplace Policy.

OIG recommended that DWM discharge the ADS and work with DHR to designate the ADS as ineligible for rehire. In response, DWM agreed with each of the violations but disagreed with the recommendation to discharge, believing it to be an excessive penalty when balanced against the employee's length of service, disciplinary history, and potential to correct behavior. DWM believed that a significant suspension, combined with retraining on supervisory responsibilities, would sufficiently address the gravity of the misconduct and bring future conduct into compliance. DWM has yet to notify OIG about the level of suspension issued.

2 | Residency Violation (C2023-000000224)

An OIG investigation established that an aviation security officer with the Department of Aviation (CDA) was in violation of the City of Chicago's residency requirement for employees. The employee instead resided in Indiana, had provided false information on City employment documentation, and provided a series of incomplete or false statements to OIG during an interview.

OIG found the employee violated MCC § 2-152-050 (all employees of the City shall be actual residents of the city of Chicago), as well as City of Chicago Personnel Rule XVIII, Section 1, Subsection 6 (providing a false or misleading answer to any question in any application, questionnaire, information form, or other document provided by the City), 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 MCC), and Subsection 41 (failure to be an actual resident of the city of Chicago).

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

3 | Aggravated Assault with a Firearm (C2023-000000344)

An OIG investigation established that a then-parking enforcement aide with the Department of Finance (DOF) was in possession of a firearm while on duty. The employee displayed the firearm to City residents while engaging in a verbal confrontation. OIG's investigation also established that the employee's actions caused the residents to feel threatened.

OIG found that the employee's conduct violated 430 ILCS 66/10(c)(1) (Firearm Concealed Carry Act), 720 ILCS 5/12-2(c)(1) (aggravated assault with a deadly weapon), 720 ILCS 5/24 1.6 (a) (aggravated unlawful use of a weapon), the City's Firearms in the Workplace Policy, the City's Violence in the Workplace Policy, and DOF's parking enforcement aides' handbook. Additionally, the employee's conduct violated City Personnel Rule XVIII, Section 1, Subsection 15 (engaging in any act or conduct prohibited by the Illinois Compiled Statutes), Subsection 48 (violating any departmental regulations, rules or procedures), Subsection 50 (conduct unbecoming an officer or public employee), and Subsection 54 (any violation of the Violence in the Workplace Policy).

The employee is now an animal care clerk with Chicago Animal Care and Control (CACC). OIG recommended that CACC discharge the employee and work with DHR to designate the employee as ineligible for rehire. In response, CACC preliminarily agreed with OIG's recommendations.

4 | Residency Violation (C2023-000000360)

An OIG investigation established that a painter with CDA violated the City's residency requirement for employees. The employee listed a Chicago address on employment paperwork but resided in a suburb.

OIG found that the employee violated MCC § 2-152-050 (all employees of the City shall be actual residents of the city of Chicago), as well as City of Chicago Personnel Rule XVIII, Section 1, Subsection 6 (providing a false or misleading answer to any question in any application, questionnaire, information form, or other document provided by the City), Subsection 15 (engaging in any act or conduct prohibited by law), and Subsection 41 (failure to be an actual resident of the city of Chicago).

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

5 | Absence Without Leave; Falsification of Attendance Records (C2024-000000059)

An OIG investigation established that on multiple occasions a construction laborer with DWM returned home immediately after clocking in for work. Also on multiple occasions, the employee also extended their lunch break without authorization to run personal errands and return home while on the clock.

OIG found that the employee's conduct violated City of Chicago Personnel Rule XVIII, Section 1,

Subsection 1 (absence without leave), Subsection 2 (leaving the work site without proper authorization), 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 11 (falsification of any attendance or other employment records).

OIG recommended that DWM impose discipline against the employee commensurate with the gravity of their violations, past disciplinary record, and any other relevant considerations. DWM agreed with OIG's recommendation and the construction laborer subsequently received a 21-day suspension.

6 | Aggravated Assault with a Firearm (C2024-000000082)

An OIG investigation established that a construction laborer with the Department of Transportation (CDOT) was convicted of committing aggravated assault with a firearm during an altercation with a driver while off duty. This was in violation of the City's Firearms in the Workplace Policy, which prohibits an employee while on or off duty from violating any state law relating to owning, possessing, carrying, displaying, or discharging firearms.

OIG found the employee violated City of Chicago Personnel Rule XVIII, Section 1, Subsection 48 (violating any departmental regulations, rules or procedure), and the City's Firearms in the Workplace Policy.

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

7 | Driving While Under the Influence of Alcohol; Unlawful Use of a Weapon; Unauthorized Secondary Employment (C2024-000000190)

An OIG investigation established that a traffic control aide with the Office of Emergency Management and Communications (OEMC) possessed a loaded firearm and committed the offense of driving under the influence of alcohol while off duty. The employee repeatedly referenced their City job to Police Officers during arrest and processing. OIG's investigation also established that the employee failed to disclose employment outside of work with the City.

OIG found that the employee violated 720 ILCS 5/24-1.6 (unlawful use of a weapon), 625 ILCS 5/11-501 (driving while under the influence of alcohol), City of Chicago Personnel Rule XVIII, Section 1, Subsection 15 (engaging in any act or conduct prohibited by the Illinois Compiled Statutes), Subsection 43 (secondary employment), Personnel Rule XX, Section 3(b) (secondary employment), and the City of Chicago Firearms in the Workplace Policy.

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

8 | Failure to Report Lobbying Activity (C2024-000000215)

An OIG investigation established that a registered lobbyist with the City of Chicago violated the GEO, MCC § 2-156-250, by failing to report lobbying activities.

OIG found that the lobbyist lobbied on behalf of an entity and failed to report multiple instances of lobbying activity pertaining to the entity from October 1, 2023, through December 31, 2023, as required by the GEO.

OIG recommended that, pursuant to its authority under MCC § 2-156-465, the Board of Ethics (BOE) find probable cause that the lobbyist violated the GEO, pursue appropriate sanctions or fines, and require the lobbyist to file corrected or supplemental lobbying activity reports. BOE will consider this matter at its next monthly meeting.

9 | PPP Loan Fraud (C2024-000000217)

An OIG investigation established that a former CDOT motor truck driver provided materially false statements on federal documents in applying for a federal Paycheck Protection Program (PPP) loan and loan forgiveness. As a result of the materially false statements, the driver illegally obtained \$20,272 in PPP loan funds.

OIG found the employee violated 18 U.S.C. § 1001 (false statements) and City of Chicago Personnel Rule XVIII, Section 1, Subsection 15 (engaging in any act or conduct prohibited by federal statutes).

The employee resigned from the CDOT during OIG's investigation. Accordingly, OIG recommended that the CDOT work with DHR to designate the former employee as ineligible for rehire. In response, the CDOT preliminarily agreed with OIG's recommendation.

10 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000281)

An OIG investigation established that a former Police Officer with CPD provided materially false statements on federal documents in applying for two federal PPP loans. As a result of the materially false statements, the Officer illegally obtained \$41,666 in PPP loan funds.

OIG found that the Officer 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).

The Officer resigned from CPD during OIG's investigation. OIG recommended that CPD work with DHR to designate the former Officer as ineligible for rehire. CPD acknowledged receipt of OIG's recommendations, but has not yet informed OIG of any action taken.

11 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000305)

An OIG investigation has established that a CPD Police Officer provided materially false statements on federal documents in applying for a federal Economic Injury Disaster Loan (EIDL), a federal PPP

loan, and PPP loan forgiveness. As a result of the materially false statements, the Officer illegally obtained \$30,000 in government funds and received PPP loan forgiveness.

OIG found that the Officer 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 Officer and work with DHR to designate them as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendations.

12 | PPP Loan Fraud (C2024-000000306)

An OIG investigation established that a former staff assistant to an Alderperson provided materially false statements to the federal government for a PPP loan and loan forgiveness. The employee subsequently received \$20,833 in PPP funds and forgiveness of the loan.

OIG found that the former staff assistant violated 18 U.S.C. § 1001 (false statements) and City of Chicago Personnel Rule XVIII, Section 1, Subsection 15 (engaging in act prohibited by federal statutes) and Subsection 50 (conduct unbecoming a public employee).

OIG recommended that the Alderperson work with DHR to have the former staff assistant designated as ineligible for rehire. The Alderperson did not respond to OIG's recommendation within 30 days, as is required under MCC § 2-56-065.

13 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000330)

An OIG investigation established that a CPD Police Officer provided materially false statements on federal documents in applying for a federal PPP loan. As a result of the materially false statements, the Officer illegally obtained \$20,000 in PPP loan funds.

OIG found the Officer 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 Officer and work with DHR to designate them as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendations.

14 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000335)

An OIG investigation established that a CPD Police Officer provided materially false statements on federal documents in applying for a federal PPP loan and PPP loan forgiveness. As a result of the materially false statements, the Officer illegally obtained \$8,021 in government funds and received PPP loan forgiveness.

OIG found that the Officer 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 Officer and work with DHR to designate them as ineligible for rehire. CPD has acknowledged receipt of OIG's recommendations, but has not yet informed OIG of any action taken.

15 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000342)

An OIG investigation has established that a CPD Police Officer provided materially false statements on federal documents in applying for a federal PPP loan, a federal EIDL, and PPP loan forgiveness. As a result of the materially false statements, the Officer illegally obtained \$40,833 in PPP funds and \$10,000 in EIDL funds and also received PPP loan forgiveness.

OIG found that the Officer 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 Officer and work with DHR to designate them as ineligible for rehire. In response, CPD preliminarily agreed with OIG's recommendations.

16 | False Statements on Employment Application (C2024-000000346)

An OIG investigation established that a CPD Police Officer, prior to joining CPD, provided materially false statements in applying for funds from the federal EIDL program, although the application was ultimately denied. Subsequently, during the CPD employment application process, the Officer provided false statements about the matter to the City.

OIG found that the officer's conduct violated MCC § 1-21-010 (false statements) and MCC § 2-74-095 (employment applications—unlawful practices) and thereby also 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) and Rule 3 (any failure to promote the Department's efforts to implement its policy or accomplish its goals).

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

17 | Illegal Eavesdropping (C2024-000000354)

An OIG investigation established that a sanitation laborer with DSS recorded the laborer's supervisor and co-worker, without consent, and then again surreptitiously recorded a private conversation between the co-worker and an unidentified individual without consent.

OIG found that the laborer's actions violated Illinois law, 720 ILCS 5/14 (Eavesdropping). The

laborer's actions also violated the DSS Audio-Visual Workplace Recording Policy, which prohibits the recording of private actions or communications if the individual being recorded has not consented to such recording. The laborer's conduct violated City of Chicago Personnel Rule XVIII, Section 1, Subsection 15 (engaging in any act or conduct prohibited by the Illinois Compiled Statutes), and Subsection 48 (violating any departmental regulations, rules or procedure).

OIG recommended that DSS impose discipline against the employee, commensurate with the gravity of their violations, past disciplinary record, and any other relevant considerations. In response, DSS preliminarily agreed with OIG's recommendation but has not yet provided OIG with the terms of any discipline imposed.

18 | False Documents; Violation of Debarment and Certification Rules (C2024-000000407)

An OIG investigation established that a CDA subcontractor made false statements to a City contractor, including that the subcontractor was performing work that was actually being performed by another subcontractor, and then submitted false documents to that effect. The subcontractor submitted work tickets claiming to have performed the work, but the subcontractor was not an operating business at that time. The subcontractor also concealed that it was utilizing equipment from the other subcontractor. Both subcontractors were owned by the same people, who transferred equipment and ownership interest in order to become certified as Women-Owned Business Enterprises.

OIG found that the subcontractors, respectively, violated City of Chicago Debarment Rules and the City's Regulations Governing Certification of Minority- and Women-Owned Business Enterprises For Construction Contracts.

OIG recommended that DPS debar both subcontractors. In response, DPS issued notices of proposed debarment to both subcontractors.

19 | Unauthorized Secondary Employment; Fraudulent Leave Request; False Statements (C2024-000000408)

An OIG investigation established that an airport maintenance foreman with CDA engaged in unauthorized secondary employment, submitted fraudulent documentation to CDA in an effort to secure leave under the Illinois Victims' Economic Security and Safety Act (VESSA), and made false statements to OIG in an official investigation. The employee operated several businesses without the knowledge or approval of CDA. The employee also submitted to CDA a forged letter purporting to be from a domestic violence support organization as support for a leave request. During an interview with OIG, the employee made several material misstatements.

OIG found that the employee violated City of Chicago Personnel Rule XVIII, Section 1, Subsection 43 (failure to comply with the requirements of secondary employment), Subsection 10 (requesting or accepting a leave of absence on fraudulent grounds), and Subsection 8 (making false, inaccurate, or deliberately incomplete statements in an official inquiry, investigation or other official proceeding), and Personnel Rule XX, Section 3, Subsection (b)(outlining the procedure for securing outside employment);.

OIG recommended that CDA discharge the employee and work with DHR to designate the employee as ineligible for rehire. CDA did not respond to OIG within 30 days as is required under MCC § 2-56-065.

20 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000448)

An OIG investigation has established that a CPD Police Officer provided materially false statements on federal documents in applying for a federal EIDL, a federal PPP loan, and PPP loan forgiveness. As a result of the materially false statements, the Officer illegally obtained \$29,832 in government funds and received PPP loan forgiveness.

OIG found that the Officer 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 Officer and work with DHR to designate the Officer as ineligible for rehire. CPD has acknowledged receipt of OIG's recommendations, but has not yet informed OIG of any action taken.

21 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000451)

An OIG investigation established that a CPD Police Officer provided materially false statements on federal documents in applying for a federal EIDL loan, a federal PPP loan, and PPP loan forgiveness. As a result of the materially false statements, the subject illegally obtained \$20,833 in PPP loan funds and \$10,000 in EIDL funds.

OIG found that the employee 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 Officer and work with DHR to designate the Officer as ineligible for rehire. CPD has acknowledged receipt of OIG's recommendations, but has not yet informed OIG of any action taken.

22 | PPP Loan Fraud; False Statements; Bringing Discredit to CPD (C2024-000000484)

An OIG investigation has established that a CPD Police Officer provided materially false statements on federal documents in applying for a federal EIDL, a federal PPP loan, and PPP loan forgiveness. As a result of the materially false statements, the Officer illegally obtained \$20,833 in government funds and received PPP loan forgiveness.

OIG found that the Officer 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).

The Officer retired before OIG concluded its investigation. OIG recommended that CPD issue a formal determination on the violation, conclude that the Officer committed serious misconduct while employed at CPD, and work with DHR to have the Officer designated as ineligible for rehire. CPD has acknowledged receipt of OIG's recommendations, but has not yet informed OIG of any action taken.

23 | Misrepresentation on Statements of Financial Interest (C2024-000000497)

An OIG investigation established that a Chicago Fire Department (CFD) assistant deputy chief paramedic falsely claimed not to be employed by a governmental unit other than the City of Chicago in Statements of Financial Interest 2020, 2021, 2022, 2023, and 2024 Statements of Financial Interest (SOFIs) filed with BOE. The employee was in fact engaged in secondary employment with a suburban fire department. Additionally, OIG's investigation established that the employee misrepresented their income on their 2020, 2021, 2022, 2023, and 2024 SOFIs.

OIG found that the employee violated the GEO under MCC § 2-156-160 (content of statements of financial interests).

OIG recommended that BOE find that there is probable cause that the employee violated the GEO and pursue appropriate sanctions. OIG also recommended that BOE require the employee to file corrected or supplemental SOFIs as necessary. In response, BOE found probable cause that the employee violated the GEO and will determine appropriate next steps at a future BOE meeting.

24 | PPP Loan Fraud (C2025-000000005)

An OIG investigation established that an assistant general superintendent with CDOT made materially false statements on federal documents when the employee fraudulently applied for a federal EIDL, federal PPP loan, and federal PPP loan forgiveness. As a result of the materially false statements, the employee illegally obtained \$30,833 in government funds and received PPP loan forgiveness.

OIG found that the employee violated 18 U.S.C. § 1001 (false statements) and City of Chicago Personnel Rule XXVIII, Section 1, Subsection 15 (engaging in any act or conduct prohibited by federal statutes) and Subsection 50 (conduct unbecoming of a public employee). Additionally, the employee failed to cooperate with OIG pursuant to MCC § 2-56-090.

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

25 | Driving While Under the Influence of Alcohol; Discourteous Treatment; Consuming Alcohol on City Premises (C2026-000000018)

An OIG investigation established that a BOE employee, while off-duty, operated a motor vehicle while under the influence of alcohol, caused three collisions with the employee's vehicle, and became physically combative with a bystander. When CPD officers arrived, the employee falsely denied drinking or being in an accident multiple times and lied to officers about the employee's occupation before being arrested. At the police station, the employee uttered curse words to CPD officers and CFD paramedics who ultimately transported the employee to the hospital. OIG also established that the employee had previously brought alcohol into BOE premises multiple times, and consumed alcohol on BOE premises on one occasion after work hours, though not on the date of their arrest.

OIG found that the employee's conduct violated City 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 Illinois Compiled Statutes), Subsection 23 (discourteous treatment, including verbal abuse, of any other City employee or member of the public), Subsection 24 (drinking alcoholic beverages during working hours; possession of alcohol while on duty), and Subsection 50 (conduct unbecoming an officer or public employee), and City of Chicago Drug and Alcohol Policy (employees are prohibited from possessing or consuming alcohol at any time while on city property).

OIG recommended that BOE discharge the employee and work with DHR to designate the employee as ineligible for rehire. BOE agreed with OIG's recommendations.

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 | 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.¹¹

¹¹ 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.

Campaign contributions that potentially violate the MCC are sometimes identified through complaints; in addition, OIG's Center for Information Technology and Analytics matches campaign contribution data against data from a variety of sources, including City contracts and records of payments made by the City, to identify potentially improper contributions.

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 returning the excess donation.¹² 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 the violation and deliver the case to BOE for adjudication.

This quarter, OIG resolved 19 campaign finance matters, resulting in the return of \$38,200 in improper contributions. Details are provided in Table 7.

Table 7: Campaign Finance Activity

Case #	Aggregate Donation Amount (Year)	Donation Source	Donation Recipient	Amount of Returned Funds
C2025-000000030	\$2,500 (2024)	Lobbyist	Elected official of the City	\$1,000
C2025-000000031	\$11,000 (2023)	Political action committee affiliated with entity doing business with the City	Elected official of the City	\$9,500
C2025-000000031	\$2,500 (2023)	Political action committee affiliated with entity doing business with the City	Elected official of the City	\$1,000
C2025-000000031	\$3,000 (2023)	Political action committee affiliated with entity doing business with the City	Elected official of the City	\$3,000
C2025-000000031	\$2,500 (2023)	Political action committee affiliated with entity doing business with the City	Elected official of the City	\$1,000

¹² 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.

C2025-000000127	\$3,500 (2023)	Entity doing business with the City Colleges of Chicago	Elected official of the City	\$1,000 ¹³
C2025-000000137	\$5,000 (2023)	Political action committee affiliated with entity doing business with the City	Elected official of the City	\$3,500
C2025-000000137	\$2,500 (2023)	Political action committee affiliated with entity doing business with the City	Elected official of the City	\$1,000
C2025-000000137	\$2,500 (2022); \$4,000 (2023)	Political action committee affiliated with entity doing business with the City	Elected official of the City	\$3,500
C2025-000000137	\$3,000 (2023)	Political action committee affiliated with entity doing business with the City	Elected official of the City	\$1,500
C2025-000000137	\$5,000 (2023)	Political action committee affiliated with entity doing business with the City	Elected official of the City	\$3,500
C2025-000000178	\$2,000 (2023)	Affiliated entity of entity doing business with Public Building Commission	Elected official of the City	\$500
C2025-000000178	\$2,500 (2024)	Affiliated entity of entity doing business with Public Building Commission	Elected official of the City	\$1,000
C2025-000000178	\$2,500 (2023)	Affiliated entity of entity doing business with Public Building Commission	Elected official of the City	\$1,000
C2026-000000022	\$2,500 (2025)	Entity doing business with the City	Elected official of the City	\$1,000
C2026-000000048	\$2,500 (2025)	Entity doing business with the City	Elected official of the City	\$1,000
C2026-000000048	\$2,200 (2024); \$3,500 (2025)	Entity doing business with the City	Elected official of the City	\$2,700

¹³ The other \$1,000 portion of the excess contribution was returned in the Fourth Quarter of 2025.

C2026-000000122	\$2,500 (2024)	Entity doing business with the City	Elected official of the City	\$1,000
C2026-000000191	\$2,000 (2026)	Entity doing business with the City	Elected official of the City	\$500

E | Fines and Recoveries

In this quarter, BOE reached one new settlement on fines with the subject of an OIG investigation, after finding probable cause to believe that the subject 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 includes the names of the subject of its investigations.

1 | Failure to Provide Information on SOFI (26015.IG)

On July 13, 2026, Edward Baker, DWM assistant district superintendent, entered into a settlement agreement with the BOE, after BOE determined that Baker violated the GEO by failing to disclose an outside business, and the income received therefrom, on his SOFI. Baker agreed to pay a \$2,000 fine.

F | Department Notification Letters

During the course of its investigative work, OIG sometimes identifies issues or areas of concern that warrant official notice to City or department leadership. OIG completed one letter of notification this quarter.

1 | Notification Concerning Insufficient Controls Over Access to Footage from Police Observation Device (POD) Cameras (C2024-000000438 & C2025-000000291)

OIG notified OEMC and the Department of Technology and Innovation (DTI) about concerns regarding insufficient controls over access to footage from Police Observation Device (POD) cameras. POD cameras are a network of surveillance cameras throughout Chicago that provide the City's public safety agencies with real-time access to video feeds of public spaces.

OEMC has several policies to control access to POD camera footage. Login credentials for Genetec, the software for accessing POD camera footage, are limited to those employees who require it. Once an employee logs into Genetec, any footage the employee accesses is stamped with a watermark of that employee's unique username. Genetec users must change their password frequently. And, though POD camera footage is routinely displayed on large screens on the operations floor at OEMC's City Operations Center, use of personal phones around those screens is forbidden.

However, OIG determined that some common practices at OEMC negate these POD camera access controls. First, employees share Genetec login credentials and often leave the same user logged into the system across multiple shifts, sometimes for days at a time. As a result, the employee whose credentials are used to log in, and whose watermark would appear on the POD camera footage, may not even be working when the footage is accessed. Second, when an OEMC

employee moves to a different role that no longer requires access to POD camera footage, their Genetec access is often not terminated. Third, OEMC employees often use phones and other personal devices on the operations floor, a result of computers on the floor not having general access to the internet. Employees often find it is helpful when fielding a 911 call to use Google Maps or Google Earth to help inform the response. Without access to the internet on their work computers, employees use their personal devices to access the internet when responding to calls.

OIG identified several reasons for these lapses in control over POD camera footage access. First, the supervisors who are supposed to be logging into Genetec at the beginning of each shift do not all know how to use the software, so they ask a subordinate to sign in on the supervisor's computer and stay signed in even after the subordinate has left. Further, OEMC employees reported that the Genetec software makes it difficult to update a password or regain access if a password expires, and attempts to contact Genetec customer support have not yielded adequate assistance. Rather than deal with the hassle of maintaining their own Genetec accounts, employees instead share accounts to more easily complete their duties.

OIG recommended that OEMC take steps to improve its practices and strengthen its policies regarding access controls for POD camera footage, including: (i) providing improved training to OEMC employees regarding the proper use of Genetec; (ii) working with Genetec to improve the user experience and customer support for account credential maintenance; and (iii) evaluating whether Genetec access should be terminated for every employee who separates from OEMC or changes roles. OIG also urged OEMC to consider the benefits of enabling internet access on computers on the operations floor.

In response, OEMC agreed in principle with OIG's recommendations. OEMC stated that it will ensure that the City's existing prohibition on sharing passwords is communicated to all OEMC employees who maintain Genetec access. OEMC also noted that the Genetec system is maintained by the Office of Public Safety Administration (OPSA) Information Technology Section, and that OEMC would share OIG's notification with OPSA's Information Technology Section. OEMC also conducted a review of all OEMC-affiliated users of the Genetec system and disabled Genetec access for 23 current or former OEMC employees who no longer require it. OEMC further reached out to other City departments with Genetec access (not including the Chicago Police Department) and, based on the responses it received from those other departments, OEMC will be requesting that OPSA disable the Genetec access of an additional 22 current or former City employees.

IV | Public Safety

OIG's Public Safety section, established in 2016 by City Council, works to improve the effectiveness, accountability, and transparency of CPD and Chicago's police accountability agencies, and to transform the critical relationship between CPD and the communities it serves. The Public Safety section conducts independent and objective evaluations, inspections, and reviews of the operations 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), to evaluate for material investigative deficiencies. The section's powers and duties are codified in MCC § 2-56-230.

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. Below we summarize the two Public Safety section reports released this quarter.

1 | Follow-up to OIG's Evaluation of Chicago Police Department 911 Response Time Data Collection and Reporting¹⁴

In September 2023, OIG found that CPD's data collection of 911 response times was incomplete, as the Department failed to record on-scene times for over half of 911 calls. In this follow-up inquiry, OIG found that data completeness for on-scene times has somewhat increased. OIG found that CPD has made efforts to improve its 911 response time data collection, including collaborating with OPSA and OEMC to develop a new Computer Aided Dispatch (CAD) system that will have enhanced functionality to automatically record on-scene times. CPD also has equipped all vehicles that respond to 911 calls for service with the hardware necessary for the roll out of the new CAD system in Fall 2026 and begun training members on the new system. Additionally, CPD has made progress in its evaluation of response times to inform operational improvements through the Workforce Allocation Study by Matrix Consulting Group. OIG noted that updates to CPD policy and training will be important to ensure appropriate use of the new CAD system and technology.

2 | Follow-up to OIG's Evaluation of the Chicago Police Department's Peer and Supervisory Wellness Support Strategies¹⁵

In November 2022, OIG completed an evaluation of CPD's Peer and Supervisory Wellness Support Strategies. OIG's evaluation discovered that several operational limitations, including deficiencies in training, documentation, internal communications, and cultural competency, hindered CPD's peer support program's ability to meet wellness needs. The evaluation further found that CPD did not adequately prepare its supervisors to identify members in need of wellness services or ensure that supervisors were updated on their responsibilities relating to officer wellness.

¹⁴ Published July 23, 2026. See <https://igchicago.org/publications/cpd-911-response-time-follow-up>

¹⁵ Published August 27, 2026. See <https://igchicago.org/publications/cpd-wellness-support-strategies-follow-up>

In this follow-up report, OIG found that the Department has made strides in improving the peer support program, including improving recruitment and staffing of the program, training for and documentation of current peer support members, and internal communications. However, CPD has not fully implemented OIG's recommendations to improve the peer support programs' documentation of contact with Department members or ensure that Peer Support Members are equipped to provide services in cross-cultural situations. Regarding supervisory wellness support, OIG found that CPD provides in-service refresher trainings to supervisors about their officer wellness duties and has implemented strategies to help supervisors retain that information.

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. When OIG identifies an error or other relevant information during its review, it may provide written notification to COPA or BIA.

This quarter, the Public Safety section's Investigative Analysis unit examined 305 closed disciplinary cases and opened 26 for in-depth review.

Table 8: Disciplinary Cases Reviewed

Agency	Cases Screened	Cases Opened for In-depth Review
BIA	214	13
COPA	91	13
Total	305	26

1 | Recommendations to Reopen Closed Disciplinary Investigations

This quarter, OIG sent BIA five letters and COPA seven letters of recommendation to reopen an investigation. BIA accepted two, declined two, and one response is pending. COPA declined four and three responses are pending.

Additionally, in the third quarter of 2026, BIA responded to one recommendation to reopen sent in the second quarter and four sent in the third quarter of 2026. BIA accepted three and declined one of these recommendations. COPA responded to nine recommendation to reopen letters sent in the second quarter and four sent in the third quarter of 2026. COPA declined ten and accepted three of those recommendations to reopen.

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 are published on OIG's website. The following summaries were published to igchicago.org during Quarter 3. 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.

- [Recommendation to Reopen CPD Disciplinary Investigation-OIG # C2025-000000377/CPD Log #2023-0005080](#)
- [Recommendation to Reopen CPD Disciplinary Investigation-OIG #C2025-000000396/CPD Log #2023-0003174](#)
- [Recommendation to Reopen CPD Disciplinary Investigation-OIG #C2026-000000001/CPD Log #2024-0008296](#)
- [Recommendation to Reopen CPD Disciplinary Investigation-OIG #C2026-000000115/CPD Log #2024-0007497](#)
- [Recommendation to Reopen CPD Disciplinary Investigation-OIG #C2026-000000118/CPD Log#2024-0002043](#)
- [Recommendation to Reopen CPD Disciplinary Investigation-OIG #C2026-000000124/CPD Log #2024-00007097](#)
- [Recommendation to Reopen CPD Disciplinary Investigation-OIG #C2026-000000125/CPD Log #2024-0007686](#)
- [Recommendation to Reopen CPD Disciplinary Investigation-OIG #C2026-000000160/CPD Log #2026-0000854](#)
- [Recommendation to Reopen CPD Disciplinary Investigation-OIG #C2026-000000168/CPD Log #2025-0001531](#)

2 | Notifications

Notification to BIA Related to the Inclusion of Protected Health Information (OIG # C2026-000000130)

OIG identified an error in the Investigative Closing Report involving the inclusion of unnecessary protected health information and inconsistent references to the Officer's gender. OIG recommended that BIA correct the report by removing the protected information and revising language so that the description of the incident does not require references to the Officer's gender.

BIA notified OIG that it would be redacting the protected health information from the report.

3 | Recommendations to Inform and Improve

During the case review of individual closed disciplinary investigations, OIG's Investigative Analysis Unit may identify deficiencies in investigations or investigative practices that may affect the thoroughness and objectivity of investigations. In these instances, OIG may make recommendations to inform and improve future investigations to the respective agencies. Below is a summary of the Recommendation to Inform and Improve letters published this quarter.

a | Recommendation to Inform and Improve Future Investigations Regarding Duty to Report¹⁶

In April 2026, OIG notified CPD of a conflict between the Consent Decree and its policy. OIG recommended that CPD modify its policy requiring members to report suspected misconduct to CPD supervisors, to allow members to satisfy this obligation by reporting anonymously through a portal to protect them from potential retaliation.

CPD's Rules and Regulations require CPD members to promptly report to the Department any information concerning any crime or other unlawful action (Rule 21), and any violation of CPD's Rules and Regulations or any other improper conduct which is contrary to CPD policy, orders or directives (Rule 22).

In addition to these rules, CPD members are bound by provisions outlined in the Consent Decree. The Consent Decree requires the City of Chicago to make a website available for CPD members to anonymously report misconduct. CPD policy is at odds with this provision of the Consent Decree; the policy requires non-supervisory CPD members to report alleged misconduct to a CPD supervisor, thus removing any option of anonymity. During its regular review of closed disciplinary investigations, OIG identified three instances where these conflicting provisions resulted in CPD members being subject to discipline for reporting alleged misconduct to a source other than a CPD supervisor.

In response to OIG's recommendations, CPD declined to amend its policy and suggested that additional training on the policy may be more appropriate. Additionally, the Department stated that CPD members' obligations regarding reporting misconduct to the Department pursuant to CPD policy must be met regardless of an anonymous report.

b | Recommendation to Inform and Improve Future Investigations Regarding Allegations of Using Racial Slurs¹⁷

During its regular review of closed disciplinary investigations conducted by COPA and BIA, OIG observed 19 examples of misconduct investigations involving the use of racial slurs by CPD members. While 16 of the 19 investigative reports recommended discipline of 30 days or less, in one instance the investigative agency recommended a 60-day suspension and relief of police powers, and in two instances recommended termination (although in those two cases the nature of the facts made it clear why termination was recommended). OIG also observed reports recommending the same sanctions for officers with and without prior similar violations and inconsistencies in whether the reports recommended additional training for the officers found to have used racial slurs.

OIG recommended that COPA and BIA evaluate whether CPD members need additional cultural competency training, consistently document all relevant factors supporting disciplinary decisions, and ensure allegations accurately reflect the language attributed to officers.

¹⁶ Published August 25, 2026. See <https://igchicago.org/publications/inform-and-improve-future-investigations/>

¹⁷ Published September 30, 2026. See <https://igchicago.org/publications/recommendation-to-inform-and-improve-racial-slurs/>

In response, COPA stated that it already considers disciplinary and complimentary histories and is developing internal guidance with standardized aggravating and mitigating factors. COPA also committed to quoting Officers' language whenever possible, while noting that exact wording may not always be known when allegations are served.

BIA responded that CPD annually evaluates training needs, including cultural competency and bias-related curriculum, and affirmed that it considers all aggravating and mitigating factors and strives for accuracy in allegations, though investigations may later reveal different facts.

V | Audit and Program Review

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. Below, we summarize three audits published this quarter as well as one advisory, two explainer reports, and one follow-up inquiry of a previous audit.

A | Audits and Follow-Ups

1 | Audit of the Department of Streets and Sanitation's Rat Abatement Program (C2023-000000203)¹⁸

OIG conducted an audit of the City's rodent control program to determine whether the program's approach aligned with the principles of Integrated Pest Management (IPM). IPM is a pest control framework endorsed by the Centers for Disease Control, the Environmental Protection Agency, and the Illinois Department of Public Health.

OIG found that the DSS dedicated rodent control program was complaint-based, not integrated with other City services, and was unlikely to achieve long-term control of the rat population. Without a coordinated effort that identified and addressed the factors contributing to rat activity, and without ongoing evaluation of which interventions were most appropriate, the program could not deliver equitable solutions for the public health, quality-of-life, and economic impacts created by rats. The program's reliance on poison also increased the risk of environmental hazards.

DSS agreed to implement OIG's recommendations to fulfill its stated commitments to IPM principles. DSS also agreed to create written policies and procedures for the rodent control program and implement a formal training program for staff who regularly handle rodenticide.

2 | Audit of the Department of Finance's Payment Timeliness (C2023-000000111)¹⁹

OIG conducted an audit of the timeliness of the City's payments to its contracted vendors. The objective of OIG's audit was to determine whether DOF ensures the City met its 30-day payment goal by developing and measuring the effectiveness of City payment procedures.

Delayed payments to City vendors have long been a source of concern, with four different studies since 2009 noting their adverse impacts and making recommendations for improvement. OIG sought to evaluate the effectiveness of these past efforts by determining the current timeliness of payments to vendors. We found payment processes fragmented and the underlying data inaccurate and incomplete, meaning that neither OIG nor DOF could provide reliable information about the timeliness of vendor payments. OIG also found that because DOF had not fully inhabited its role as

¹⁸ City of Chicago Office of Inspector General, "Audit of the Department of Streets and Sanitation's Rat Abatement Program," July 28, 2026, <https://igchicago.org/publications/#docaccess-9ef24b314294e6476cc4c78074f47620>.

¹⁹ City of Chicago Office of Inspector General, "Audit of the Department of Finance's Payment Timeliness," August 11, 2026, <https://igchicago.org/publications/dof-payment-timeliness-audit/#docaccess-390387d2099b46dca3050f30a4ff5f1c>.

the central authority in processing the City's payments, it lacked information necessary to help reduce payment delays. DOF did not measure the success of the programs it launched to improve payment timelines.

OIG recommended that DOF develop and distribute written guidance to standardize the use of the City's Financial Management and Purchasing System (FMPS) across all City departments, and implement policies and procedures for monitoring, analyzing, and correcting payment data. OIG also recommended that DOF correct data errors in FMPS and work with other City departments to resolve the root causes of data inaccuracies moving forward. OIG further recommended that DOF fulfill its role of governing payment processes across City departments, working with the other departments to analyze their invoicing processes and identifying opportunities to standardize them. Finally, OIG recommended that DOF develop metrics to measure the success of its prompt payment initiatives and work with DPS to develop and implement a training schedule for finance staff in other City departments.

In response to OIG's audit findings and recommendations, DOF stated that it will create a monthly reporting process to monitor, analyze, and correct payment data and also create a monthly reporting and review process to evaluate prompt payment initiatives and programs. DOF also committed to reviewing departmental invoice review processes and recommended improvement when necessary.

3 | Audit of DSS's Administration of Auto Pounds (C2023-000000343)²⁰

OIG conducted an audit of DSS's administration of auto pounds. The objectives of OIG's audit were to determine whether DSS minimizes inconsistency in services, customer hardship, and vehicle damage, maintains accurate and up-to-date vehicle inventories, and assesses and collects complete and accurate customer charges.

OIG found that DSS and its contractor's impoundment operations exposed vehicles to the risk of damage and theft. Also, DSS did not monitor damage claims against its contractor, limiting the contractor's incentive to respond in good faith to such claims. OIG also found that DSS' program administration led to incomplete digital impoundment records and a complex vehicle retrieval process for the customer. DSS lacked documented policies and procedures for the City's auto pounds and relied heavily on paper-based processes and records management. Furthermore, the contractor's pound management information technology (IT) system did not interface with DSS's own system at the time of OIG's audit. OIG also found that DSS's digital impoundment records were unreliable, such that it was unclear whether 15% of a randomly selected sample of vehicles had been redeemed, disposed of, or remained impounded. Lastly, the pounds did not always assess and collect the correct towing and storage fees.

OIG recommended that DSS take steps to ensure that the contractor complies with its contract requirements relating to maintaining pound security, protecting vehicles from damage, acting in good faith on claims of vehicle damage, and utilizing an inventory system that interfaces with the City's IT systems. OIG also recommended that DSS standardize pound policies and procedures and that it ensure any IT system used by the contractor provides DSS immediate access to the

²⁰ City of Chicago Office of Inspector General, "Audit of the Department of Streets and Sanitation's Administration of Auto Pounds," August 26, 2026, <https://iqchicago.org/publications/#docaccess-711dfbba5619b69b734d9394187a904>.

information it needs for its operations.

DSS stated that it has completed a technological interface between the vendor's system and the City's system. Furthermore, DSS stated it would,

- document protocols to deter theft, trespassing, property damage, and vandalism;
- review and improve policies and procedures regarding the avoidance of vehicle damage;
- collect and review monthly reports of contractor claims;
- ensure pound procedures and customer-facing materials reflect current practices;
- coordinate with DOF to ensure payment and vehicle-redemption requirements are consistent between the departments, documented, and communicated to customers;
- work with DOF to apply storage fees appropriately and consistently;
- coordinate with relevant departments to consolidate impoundment information into a single, centralized website; and
- explore, with other relevant departments, opportunities to modify and streamline the customer's experience of vehicle retrieval procedures.

4 | Audit of the Department of Human Resources' Employee Assistance Program Follow-Up (C2026-000000140)²¹

OIG completed a follow-up to its April 2025 audit of DHR's Employee Assistance Program (EAP). The purpose of the 2025 audit was to determine whether DHR designed and administered the EAP to address the needs of the City's workforce and comply with recordkeeping requirements. OIG found that DHR had no documented policies and procedures to guide operations and ensure consistent, standardized service delivery for the City's civilian EAP. In addition, OIG found that although DHR worked with DTI to identify and address data security issues regarding sensitive EAP information, DHR had not documented internal policies to ensure it would continue to protect this information and comply with legal requirements.

Based on the results of the audit, OIG recommended that DHR,

- assess and document the EAP needs of the City's workforce to account for demographics and work location, going beyond merely gathering historical usage information from the program itself;
- set program goals informed by its assessment of workforce needs and collect relevant data to monitor the program's progress toward these goals;
- develop policies and procedures to ensure consistent service delivery;
- regularly review and update the list of external agencies to which the EAP refers clients for additional services, to ensure it is complete and accurate; and
- partner with DTI to document policies and procedures that standardize EAP staff responsibilities around data security and ensure ongoing compliance with the Health Information Portability and Accountability Act (HIPAA) Security Rule.

In June 2026, OIG inquired about corrective actions taken by DHR in response to the audit. Based on its follow-up response, OIG concluded that DHR had partially implemented one corrective

²¹ City of Chicago Office of Inspector General, "Audit of the Department of Human Resources' Employee Assistance Program Follow-Up," September 3, 2026, <https://igchicago.org/publications/#docaccess-0f4c690e29e84bd2c4893ea408db3d18>.

action, substantially implemented another, but not yet implemented three other corrective actions. Specifically, DHR had surveyed 158 City employees to assess the EAP needs of the City's workforce and updated the list of external EAP referral agencies to ensure its accuracy. OIG urged DHR to set program goals informed by its assessment of workforce needs, collect relevant data to monitor the program's progress toward these goals, and develop policies and procedures to ensure consistent service delivery and to maintain compliance with the HIPAA Security Rule.

B | Advisories, Explainers, and Department Notification Letters

1 | The City's Support of the New Arrivals Mission: An explainer (C2023-000000228)²²

OIG conducted a review of the City's new arrivals mission.²³ The objectives of this project were to determine how much money the City spent on services for new arrivals, the sources of those funds, and how the City spent those funds. Additionally, this project analyzed whether the City followed its procurement and payment procedures during the new arrivals mission. The review included City spending on services for new arrivals for the duration of the mission, August 31, 2022, to December 31, 2024.²⁴ The City spending included funds directly drawn from City accounts, as well as federal and state grants. OIG did not analyze any direct spending by other government entities or non-profit organizations.

OIG concluded that the City accurately and transparently reported spending a combined \$639,654,965 from municipal and grant funds on goods and services provided during the new arrivals mission. In that period, Chicago received at least 46,282 people from Venezuela and other countries. The City housed the new arrivals across 38 shelters, and at its peak in January 2024 sheltered more than 15,000 people. OIG found that the City's publicly reported cost dashboard was generally complete. Moreover, review of a sample of 100 invoices totaling \$20.4 million in spending on the mission found that 99.61% followed the City's procurement and invoicing procedures. Finally, while City departments told OIG that the mission increased their workloads and impacted their facilities, they also characterized the additional work as part of their normal duties in responding to emergency events and providing assistance to people in need.

2 | Advisory Concerning the Chicago Community Catalyst Fund (C2026-000000067)²⁵

OIG published an advisory concerning the Chicago Community Catalyst Fund, an economic development vehicle with assets totaling over \$57 million. The City Treasurer, according to the Fund's structure, is the *ex officio* Chair of the Catalyst Fund's Board of Directors. OIG identified several concerns relating to the administration of the Fund.

A decade ago, the City established the Catalyst Fund as a separate legal entity to pool private and

²² City of Chicago Office of Inspector General, "The City's Support of the New Arrival's Mission: An explainer," July 22, 2026, <https://igchicago.org/publications/#docaccess-d3dd8d6bb7ed347e3fd9f6a88923b46e>.

²³ Chicago officials referred to migrants or asylum seekers who came to the City during this period and sought out City services collectively as "new arrivals."

²⁴ To capture services provided through December 31, 2024, OIG reviewed City payments made until April 25, 2025.

²⁵ City of Chicago Office of Inspector General, "Advisory Concerning the Chicago Community Catalyst Fund," August 13, 2026, <https://igchicago.org/publications/#docaccess-3187748b5332ade48856c46351ae906f>.

public capital for investment in economically underserved areas of Chicago. A lack of public reporting since that time raised concerns that the Catalyst Fund Board was not in compliance with legal requirements governing the management of the Catalyst Fund's assets. It appeared that the Fund received only half of the \$100 million City investment originally proposed by former Mayor Rahm Emanuel, and of the \$50 million received, it invested only \$21 million, all in 2020. As of OIG's inquiry, the Fund's balance stood at over \$57 million, including repayments of its 2020 investments.

OIG found that the Fund did not appear to be actively making or seeking new investments since 2020, had not filed required reports after fiscal year 2021, and that its governance structure was not in compliance with its establishing ordinance. OIG also found that, although the original purpose of the Fund was to pool public and private capital, no private investors had contributed to the Catalyst Fund during the 10 years of its existence.

In a July 2026 letter to the Treasurer's Office, OIG suggested that the City Treasurer and Catalyst Fund Board of Directors comply with the Fund's establishing ordinance. Alternatively, the City could terminate the Fund and allocate over \$57 million in assets for other investments or general municipal purposes. In response to OIG's advisory, the Fund, through its counsel, replied largely agreeing with OIG's suggestions. The response detailed corrective actions, including retroactive filing of the missing required annual reports. The response also stated that the Treasurer would seek to dissolve the Catalyst Fund.

3 | Demographic Outcomes of the City's Hiring and Promotions Within the Chicago Fire Department (C2024-000000406)²⁶

OIG conducted an evaluation of the demographic outcomes of the City's hiring and promotions for firefighting positions. The report provided transparency into the experience of applying for fire service positions with CFD. The multiple entities involved in the hiring and promotion processes, the variations from one cycle to the next, and the length of the processes could create confusion and otherwise frustrate applicants.

This evaluation brought CFD, DHR, and OPSA into a shared understanding of the firefighter hiring and promotion processes, by tracing applicant experiences, demographics, and attrition across each phase. By assembling data that had previously been siloed, the report provided a comprehensive picture of demographic outcomes and highlighted where key attrition points emerged. This report established a common foundation that City departments can use together as they assess the process and determine next steps.

OIG found that the diversity of the initial applicant pool for the City's Firefighter/EMT entrance exams increased from 2006 to 2022. However, OIG found that while the applicant pool reflected the City's racial and ethnic diversity, representation shifted as applicants moved through the hiring process. During the hiring process for the 2022 Firefighter/EMT entrance exam, the City's use of hiring preferences may have decreased representation of Black or African American applicants. OIG also found that representation of female applicants declined across categories of race/ethnicity as they moved through the onboarding process for officially entering the Fire Academy.

²⁶ City of Chicago Office of Inspector General, "Demographic Outcomes of the City's Hiring and Promotions Within the Chicago Fire Department," September 9, 2026, <https://igchicago.org/publications/#docaccess-6bccf1daebea5003a1d776f5f34b5e2f>.

Regarding CFD's promotional processes, OIG found that a majority of the most recently completed rounds of promotions into the ranks of Lieutenant, Captain, and Battalion Chief went to white candidates and male candidates. As the promotional rank increased, the proportion of white candidates also went up. While white CFD members made up more than 60% of the candidate pools, they also had higher promotional exam scores on average, which may have contributed to their higher rate of promotion.

VII | Hiring and Employment Compliance

OIG's Compliance unit has the authority to monitor, audit and review employment actions under the hiring plans and related policies and procedures, pursuant to 2-56-035 of the MCC. Employment actions include, but are not limited to, hirings, firings, promotions, demotions, lay-offs, reinstatements, re-employment, transfers, reclassifications, overtime, or any job assignment. OIG has the authority to review or investigate allegations of non-compliance with the hiring plans and related policies and procedures.

A | Compliance Activity

1 | Chicago Department of Transportation and the Department of Water Management Allowed Acting Up Beyond 90 Days without a Waiver (C2023-000000312)

OIG's Compliance unit established that CDOT allowed 16 employees and DWM allowed one employee to work and perform the responsibilities of a higher-graded class, or "Act Up," for more than 90 days in 2025 without required approval from DHR. CDOT and DWM therefore violated the Acting Up Policy, which requires that departments receive prior approval before directing employees to Act Up over 90 days in a calendar year. OIG recommended that CDOT and DWM submit 90-day waiver requests as required by the Acting Up Policy. OIG also recommended that DHR actively ensure that operating departments follow the Acting Up Policy and report any violations to OIG.

In response, the departments worked with DHR to complete Acting Up waivers. DHR concurred with OIG's recommendations. However, DHR stated that it does not have any enforcement mechanisms despite being the owner of the Acting Up policy and can only notify departments of their obligations. DHR stated that they would create a template for departments to request a 90-day Acting Up waiver and distribute it to departments when finalized. DHR stated that they are also exploring the opportunity of monthly or quarterly meetings with the human resources sections of departments which may cover the Acting Up policy.

2 | Improper Notice by the Office of Public Safety Administration to Candidate upon Disqualification based on Prior Conviction (C2024-000000021)

OIG's Compliance unit established that a candidate for a position at OPSA was disqualified because of a past criminal conviction, but OPSA did not provide notice or offer the candidate an opportunity to respond as required, in violation of the City's Policy on Background Checks. OIG recommended that OPSA finalize internal policies and procedures to ensure consistency with the City's Policy on Background Checks, provide notice to the candidate of the background check results, and give the candidate an opportunity to reply.

In response, OPSA agreed with OIG's recommendation that it should finalize civilian background check policies and procedures to ensure its practices are consistent with the Policy on Background Checks. However, OPSA noted that because CPD and CFD have an exception from the policy for uniformed positions, OPSA will engage DHR for determination as to whether the exception applies to any OPSA-hired employees. If not, OPSA may seek to expand the policy exception to cover certain OPSA employees. OPSA will update its civilian background check policies and procedures to account for this determination or expansion and will strive to do so before December 31, 2026. Additionally, OPSA disagreed with OIG's recommendation to provide notice to the candidate

because several years had elapsed since the hiring sequence, there was no mechanism to reopen or fund another position under that requisition, the matter had been investigated in another forum, and the conviction was not the reason the candidate was disqualified.

3 | Improper Leave of Absence by the Department of Finance; Incorrect Analysis by the Department of Law (C2024-000000181)

OIG's Compliance unit established that an employee for DOF was improperly granted a leave of absence to work on a political campaign after the department received advice from the Department of Law (DOL). A review by OIG determined that DOL relied on an inapplicable City Personnel Rule, and the correct rule required the review and approval of the DHR Commissioner. Since the DHR Commissioner did not provide review and approval of the leave of absence, DOF violated the City's Employment Plan. OIG recommended that DOL review the Personnel Rules regarding leave of absence procedures.

In response, DOL stated that it had reviewed the relevant Personnel Rules regarding leaves of absence.

4 | Lack of Notice by the Chicago Department of Public Health to OIG before Hiring Interviews (C2024-000000327)

OIG's Compliance unit established that a Chicago Department of Public Health (CDPH) human resources liaison failed to provide OIG with advance notice of hiring interviews in violation of the City's Employment Plan. OIG was notified of a consensus meeting regarding the position, but OIG did not receive notification of interviews until they had already taken place, which prohibited OIG from potentially monitoring the interviews. OIG recommended that CDPH ensure that all human resources liaisons notify OIG of any intake meetings, tests, interviews, and consensus meetings at least four days in advance, as required by the City's Employment Plan.

In response, CDPH provided training to all human resource liaisons on filling vacancies, which included providing advance notice to OIG of interviews.

5 | Department of Streets and Sanitation Probationary Employee Bidding Rights (C2024-000000444)

OIG's Compliance unit established that a DSS supervisor of personnel removed a bidder from consideration for a tree trimmer position because the bidder was in probationary employment status. DHR informed OIG that probationary employees in the applicant's union were allowed to bid. Therefore, OIG found that the supervisor of personnel improperly denied the applicant the opportunity to bid for the position and recommended that DSS provide training to the supervisor of personnel regarding probationary employees' eligibility to bid.

In response, DSS contacted DHR. DHR amended its prior statement and stated that probationary employees are not allowed to bid due to a recently approved collective bargaining agreement. A representative from the relevant union agreed.

6 | *Shakman* Exempt Employee Reinstated into *Shakman* Covered Position without Notice (C2024-000000495)

OIG's Compliance unit established that DHR did not provide proper notice when a *Shakman*-exempt employee was placed into a *Shakman*-covered position, as required by the City of Chicago Employment Plan. Such notice to OIG provides the opportunity for oversight when an employee who is hired into a position where political reasons may be considered is moved into a position where political reasons cannot be considered. OIG recommended that DHR ensure that proper notification procedures for this type of employment action are in place moving forward.

In response, DHR agreed that it did not provide notice to OIG and stated that it would implement safeguards for this type of employment action. More specifically, DHR stated it would create a check list and template for DHR and the operating departments for reinstatements. Once the City implements its Enterprise Resource Planning system, DHR will look to build out modules to streamline notifications to OIG.

7 | Chicago Department of Aviation Interviewer Conflict of Interest (C2024-000000496)

OIG's Compliance unit established that a CDA employee interviewed a candidate despite knowing that the candidate had filed an EEO complaint against them. Pursuant to the City's Conflict of Interest Disclosure Policy for the Interview Process, the complaint constituted a "quasi-legal relationship" which required the interviewer to recuse themselves. Since the interviewer did not recuse themselves, they had a conflict of interest by conducting the interview and violated the policy. OIG recommended that CDA conduct training to ensure all interviewers, hiring managers, and hiring resource liaisons in the department are fully aware of required procedures in the Conflict of Interest Disclosure Policy for the Interview Process.

In response, CDA stated it is developing training as recommended.

8 | Incorrect Ineligible for Rehire Designation (C2025-000000043)

OIG's Compliance unit established that DHR did not designate a former CPD employee as ineligible for rehire, even though the circumstances which caused the former employee's separation from the City required such a designation under the City's ineligible for rehire policy. OIG recommended that DHR correct the former employee's record with the ineligible for rehire designation.

In response, DHR added the ineligible for rehire designation and sent notice to the former employee as required by the ineligible for rehire policy.

9 | Former Employee Designated "No Ban" Instead of "Ineligible for Rehire" (C2025-000000177)

OIG's Compliance unit established that a former City employee had resigned in lieu of discharge, which requires an ineligible for rehire designation under the City's ineligible for rehire policy, but the former employee's employment record reflected their ineligible for rehire status as "No Ban." The term "No Ban" was not defined in the applicable ineligible for rehire policy. The department head had provided DHR with a memorandum requesting that the former employee not be designated as ineligible for rehire, but the policy does not provide departmental discretion regarding the designation. OIG recommended that DHR review the former employee's designation and, at its

discretion, provide retraining to department heads.

In response, DHR stated that the absence of an ineligible for rehire designation did not constitute a violation of the ineligible for rehire policy that was effective May 6, 2024. DHR further stated that annual training regarding the ineligible for rehire policy will be mandatory for all departmental human resources staff.

10 | Elected Official Contact to the Department of Human Resources About Former Employee Ineligible for Rehire Designation (C2025-000000320)

OIG's Compliance unit established that an elected official made a communication to DHR which advocated for a former City employee's ineligible for rehire designation to be removed. OIG informed the elected official that the ineligible for rehire policy states that only the former employee with the ineligible for rehire designation may submit a request for removal of their ineligible for rehire designation, and that attempts to influence DHR commissioner outside of the established process are forbidden. OIG recommended that the elected official refrain from making future communications to DHR about requests for removal of ineligible for rehire designations. OIG did not request a response.

11 | Memo Seeking Ineligible for Rehire Designation Signed by Department Employee Rather than Department Head (C2026-000000039)

OIG's Compliance unit established that a department sent a memorandum designating a former employee as ineligible for rehire to DHR with the signature of a department employee rather than the department head. Pursuant to the ineligible for rehire policy, only a department head has the authority to sign such a memorandum. OIG sent a letter to the department head and recommended adherence to the City's ineligible for rehire policy requirements in all matters involving former employees. OIG did not request a response.

12 | Chicago Department of Aviation Unable to Locate Hiring Records (C2026-000000059)

OIG's Compliance unit established that CDA provided OIG with an incomplete hiring packet for a hiring sequence when requested. Specifically, candidate assessment forms for two candidates were not provided and CDA was unable to locate them. According to the City's Employment Plan, interviewers shall provide all documentation from interviews in the hiring packet that is submitted to DHR. OIG recommended that CDA retrain relevant staff on Employment Plan and Illinois Local Records Act requirements and develop or revise a quality control process for interview document retention.

In response, CDA agreed with the recommendation and intends to retrain managers and interviewers on the interview process, including document retention requirements. CDA is also reviewing its interview training and HR policies to strengthen quality control.

13 | Improper Ineligible for Rehire Designation (C2026-000000149)

OIG's Compliance unit established that DHR improperly designated a former employee as ineligible for rehire without the documentation required by the ineligible for rehire policy. The former employee, who was an Aldermanic staff member, was designated ineligible for rehire because they

were designated “Resigned – In Lieu of Discharge” after separation from the City. A former employee receives the designation “Resigned – In Lieu of Discharge” only when an employee resigns after having been served with charges, informed in a formal disciplinary setting that they would be discharged, or scheduled for a pre-disciplinary hearing. OIG found that DHR did not possess records which showed that the former employee met the criteria for that designation. OIG recommended that DHR review the former employee’s designation and provide training to City council members regarding the ineligible for rehire policy.

In response, DHR removed the former employee’s ineligible for rehire designation, notified the former employee and Alderman of the removal of the designation, and agreed to consider providing training to Aldermanic staff.

14 | Improper Details from Sister Agencies to the Mayor’s Office (C2024-000000308 & C2024-000000200)

OIG’s Compliance unit established that two details from City Colleges of Chicago (CCC) and PBC to the Mayor’s Office were improper. The City’s Personnel Rules permit details between City departments, but not between the City and a sister agency. Despite this, DHR approved these requests and two sister agency employees were detailed to the City.

CCC is not within OIG’s jurisdiction. As a result, OIG sent CCC a notification that did not request a response.

Several accountability and transparency issues can arise from improper details. For example, the City agreed to pay the PBC employee’s salary and did so for one year. However, the employee’s name did not appear on public City employee payroll dashboards. The City did not pay a subsequent invoice when PBC sought reimbursement for the employee’s salary in the second year of the detail. OIG also could not determine the affiliation between the PBC employee and the City. Since the PBC employee was not designated as an employee, contractor, or volunteer for the City, the Personnel Rules and other City policies did not apply to them despite performing work for the City. For example, the City granted the PBC employee 24-hour access to City Hall without conducting a background check, and the PBC employee did not participate in annual City ethics training or complete a Statement of Financial Interest.

OIG recommended that DHR revise the Personnel Rules if it wished to permit details of employees of sister agencies to the City, and work with the Mayor’s Office to determine the employment relationship between the City and the PBC employee. In response, DHR stated it would explore making such revisions. DHR also determined the PBC employee was a volunteer for the City. DHR committed to completing appropriate onboarding steps for the PBC employee as a volunteer.

OIG further recommended that the Mayor’s Office provide clarity to PBC regarding the City’s intent to fulfill the outstanding invoice for the PBC employee. In response, the Mayor’s Office stated that it notified PBC that the individual was a volunteer for the City, and that the City would not provide further reimbursement for the employee’s salary or benefits.

OIG also recommended that PBC conduct a review of its personnel budget to determine if the employee’s compensation should continue to be paid by PBC, or by the City. In response, PBC reviewed its personnel budget and determined that it will assume sole financial responsibility for the employee’s compensation without seeking reimbursement from the City. PBC also drafted an

agreement to establish a formal, transparent framework under which the PBC employee serves the City in a volunteer capacity. The proposed agreement will require the PBC employee to comply with applicable City ethics rules, background check requirements, and other employment regulations. The agreement will be submitted for approval by PBC to the City's Budget Director and Commissioner of the Department of Human Resources.

B | Compliance Monitoring and Escalations

1 | Monitoring

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 five hiring sequences across four City departments.

Table 9: Hiring Sequences Monitored in Q2 2026²⁷

Department	Intake Meetings Monitored	Tests Monitored ²⁸	Interview Sets Monitored ²⁹	Consensus Meetings Monitored	Violations
Department of Water Management	0	0	1	1	0
Department of Law	0	0	1	0	0
Chicago Department of Transportation	0	0	1	0	0
Department of Fleet and Facilities Management	0	0	0	1	0

2 | 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 received one new escalation and closed two without need for an investigation.

²⁷ If a department is not included in this table, OIG did not monitor any elements of that department's hiring sequence(s).

²⁸ Tests monitored are totaled by exam type, i.e. Police Officer, Detective, etc.; not total number of tests monitored for exam type.

²⁹ Interview Sets Monitored are totaled by positions monitored; not total number of interviews monitored.

Table 10: Escalations Received in Q2 2026

Escalation Status	Number of Escalations
Newly initiated	1
Pending	0
Referred to DHR Commissioner	0
Closed with investigation	0
Closed without investigation ³⁰	2

a | Change in Interviewers during Chicago Police Department Hiring Process without Proper Notice (2026-000008616)

OIG's Compliance unit established that CPD changed an interviewer during the hiring process for an Investigator position without proper notice to OIG, as required by the Employment Plan. DHR suspended the hiring sequence and escalated the issue to OIG for review. OIG found that the lack of notice constituted a technical violation of the Employment Plan.

OIG recommended that DHR and OPSA work together to train personnel involved in the hiring process on the requirements of the Employment Plan regarding interviewer consistency and advance notification of interviewer changes. OIG also recommended resuming the hiring sequence.

DHR agreed with the recommendations and agreed to restart the hiring sequence. OPSA stated that it instructed/reminded OPSA Human Resource Liaisons (HRL) to:

- send a reminder email to interviewers 48 hours prior to an interview, with instructions to notify the HRL of any interviewer/schedule changes as soon as possible;
- carefully review the submitted candidate assessment forms against the interview schedule and report any interviewer changes to the assigned DHR recruiter as soon as possible;
- ensure that the HRL is reviewing all candidate assessment forms for completeness and accuracy; and
- consult a member of the OPSA HR management team for guidance as soon as a deviation from written policy occurs or issues with the hiring team arise during a hiring sequence.

Additionally, all OPSA HRLs were provided with DHR's revised Interview and Consensus Training and the latest training materials. HRLs confirmed in writing that they reviewed those materials and also confirmed in writing that they understand their obligations related to interviewer confirmations and notification of interviewer changes. OPSA also contacted DHR regarding additional guidance for the Employment Plan and Personnel Rules.

³⁰ 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.

b | Alleged Cheating on Department of Water Management Examination (2026-000011319)

OIG was informed by DHR that a hiring sequence was suspended due to an allegation that a DWM employee provided an exam cheat sheet to a bidder for a DWM examination. It was alleged that the bidder stated during the exam that they had been given a cheat sheet. However, OIG's Compliance unit reviewed the matter and found no direct evidence or knowledge of cheating on the exam or a cheat sheet. OIG recommended that DHR and DWM work together to resume the hiring sequence. OIG did not ask for a response.

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. OIG may refer the complaint to another department for resolution. 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 11: Hiring and Employment-Related Complaints Received in Q3 2026

Complaint Status	Number of Complaints
Pending	16
Referred	1
Inquiry Opened	1
Declined	15
Total Newly initiated in Q3	33

D | Review of Contracting Activity

Under the City's 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 to determine whether the contract terms reflect that a contractor or its employees are truly independent from the City and not common law employees and ensuring the inclusion of the 2014 Hiring Plan Prohibitions and a Contractor Selection Certification. OIG "shall report on all service contracts or agreements received and reviewed by OIG" Compliance. This quarter, OIG's Compliance unit did not receive or review any contracts.

E | Hiring-Related Reviews Performed by OIG

1 | City of Chicago

OIG's Compliance unit is vested with review authority over various aspects of the hiring processes used by the City of Chicago. Pursuant to Chapter XIII of the City of Chicago Employment Plan and 2-56-035 of the MCC, OIG is authorized to conduct reviews of the following hiring-related actions or issues, if they occur:

- 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 specific individuals be added to any referral or eligibility list;
- 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, attempted to affect any hiring for any covered position or other employment actions;
- adherence to *Shakman*-exempt hiring process requirements, all reported or discovered *Shakman*-exempt appointments, and modifications to the *Shakman* Exempt List;
- senior manager hires;
- arbitration decisions and grievance settlement agreements that may impact procedures under the City's Employment Plan;
- requests to modify class specifications, minimum qualifications, and screening and hiring criteria; and
- referral lists, which are created by DHR and identify individuals who meet the predetermined minimum qualifications for the positions.

This quarter, OIG completed reviews of one political contact, 65 *Shakman*-exempt appointments, 78 updated class specifications, and four referral lists, and found no issues.

2 | Chicago Police Department and Chicago Fire Department

OIG's Compliance unit is vested with review authority over various aspects of the hiring processes used by CPD and CFD. Pursuant to Chapter XI of the CPD Hiring Plan for Sworn Titles, and Chapter IX of the CFD Hiring Plan for Uniformed Positions, OIG is authorized to conduct reviews of the following hiring-related actions or issues, if they occur:

- reported or discovered instances in which CPD or CFD contacted DHR or OPSA-HR to lobby for or advocate on behalf of actual or potential applicants or bidders for covered positions or to request that specific individuals be added to any referral or eligibility list;
- adherence to *Shakman*-exempt hiring process requirements, all reported or discovered *Shakman*-exempt appointments, and modifications to the *Shakman* Exempt List;
- senior manager hires;
- written rationale provided when no consensus selection was reached during a Consensus Meeting for covered positions; and
- circumstances and written justifications for any emergency appointments made pursuant to City Personnel Rules and Section 2-74-050(8) of the MCC.

This quarter, OIG did not conduct any reviews involving the above areas for CPD and CFD.

F | Hiring-Related Audits Performed by OIG

1 | City of Chicago

OIG's Compliance unit is vested with audit authority over various aspects of the hiring processes used by the City. Pursuant to Chapter XIII of the City of Chicago Employment Plan and 2-56-035 of the MCC, OIG is authorized to conduct audits of the following hiring-related actions or issues, if they occur:

- test development, administration and scoring;
- 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), the Department of Streets and Sanitation (DSS), CDOT, DWM, and six other City departments selected at the discretion of OIG; and
- compliance with Chapter XII of the City's Employment Plan and the Acting Up Policy.

This quarter, OIG did not conduct any audits involving the above areas.

2 | Chicago Police Department and Chicago Fire Department

OIG's Compliance unit is vested with audit authority over various aspects of the hiring processes used by CPD and CFD. Pursuant to Chapter XI of the CPD Hiring Plan for Sworn Titles, and Chapter IX of the CFD Hiring Plan for Uniformed Positions, OIG is authorized to conduct audits of the following hiring-related actions or issues, if they occur:

- requests to modify class specifications, minimum qualifications, and screening and hiring criteria;
- CPD candidate lists and CFD referral lists, which are lists created by DHR and identify individuals who meet the predetermined minimum qualifications for the positions;
- test administration and scoring;
- selected in-process and completed hiring sequences;
- selections made through the CPD Merit Promotion Process and the CFD Performance Selection Process;
- submission of required certifications attesting that no political reasons or factors or other improper considerations were taken into account in the applicable action;
- compliance with Chapter X of CPD's Hiring Plan, Chapter XI of CFD's Hiring Plan, and the Acting Up Policy; and
- arbitration decisions and grievance settlement agreements that may impact procedures under the CPD or CFD Hiring Plans.

This quarter, OIG completed an audit of one CPD Merit Promotion Process and found no issues.



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.

Talk to Us

(833) TALK-2-IG/(833) 825-5244

talk2ig@igchicago.org

igchicago.org/talk2ig

OIG Business Office

(773) 478-7799

Cover photo courtesy of the Department of Fleet and Facilities Management.
Alternate formats available upon request.

