

32813
RECEIVED AND PLACED ON FILE - BOARD OF TRUSTEES
COMMUNITY COLLEGE DISTRICT NO. 508
OCTOBER 1, 2015

Office of the Inspector General City Colleges of Chicago

Presentation to the Board of Trustees
October 1, 2015



Inspector General City Colleges of Chicago

- Title first used by CCC in 2003 although similar duties since 1998.
- John A. Gasiorowski is the 4th Inspector General for the City Colleges of Chicago but the first since the significant enhancements to the powers and duties of the OIG with the adoption (on July 14, 2010) of amendments to Board Rule 2.6 et seq. / now Section 2.7 et seq. of the Board By-Laws.

Powers and Duties of the OIG (Section 2.7.2 of the Board Bylaws)

The Office of the Inspector General has the authority to conduct investigations regarding waste, fraud and misconduct by any officer, employee, or member of the Board; any contractor, subcontractor, consultant or agent providing or seeking to provide goods or services to the City Colleges of Chicago; and any program administered or funded by the District or Colleges.

Powers and Duties of the OIG (Section 2.7.2 of the Board Bylaws)

- a) To promote economy, efficiency, effectiveness and integrity in the administration of the programs and operations of CCC by identifying..., and by recommending.....
- b) To receive and register complaints....
- c) To investigate and audit...either in response to complaint or on the IG's own initiative.
- d) To report to the Board.....
- e) To request and receive information related to an investigation or audit from any officer, employee agent or contractor of CCC.

Other Provisions of Section 2.7 of the Board

- Independence – Section 2.7.1
 - Term
 - Removal only for cause
- Confidentiality – Section 2.7.3
- Obligation to cooperate – Section 2.7.4(b)
- Prohibition against retaliation – Section 2.7.4(c)
- Bi-annual reporting requirement – Section 2.7.5

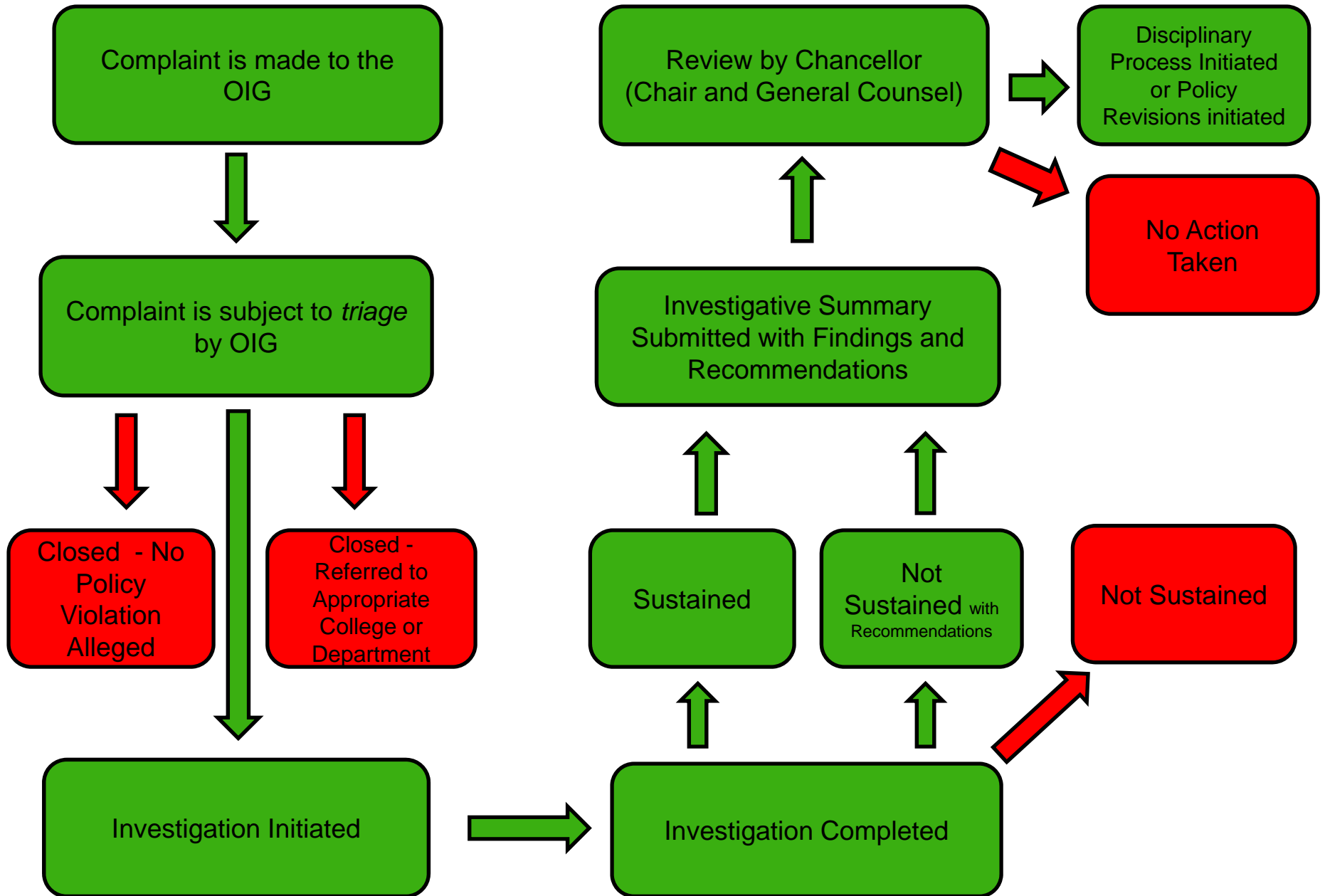
OIG Resources

- 10 positions
 - 9 full-time (including IG and Asst. IG)
 - Backgrounds: Investigative, Military, Legal, Audit
 - 1 part-time (law clerk)

- Budget
 - FY16 - \$934,556
 - FY15 - \$925,353
 - FY14 – 913,993 (audited)

- Off-site office space
 - 740 North Sedgwick, Suite 310

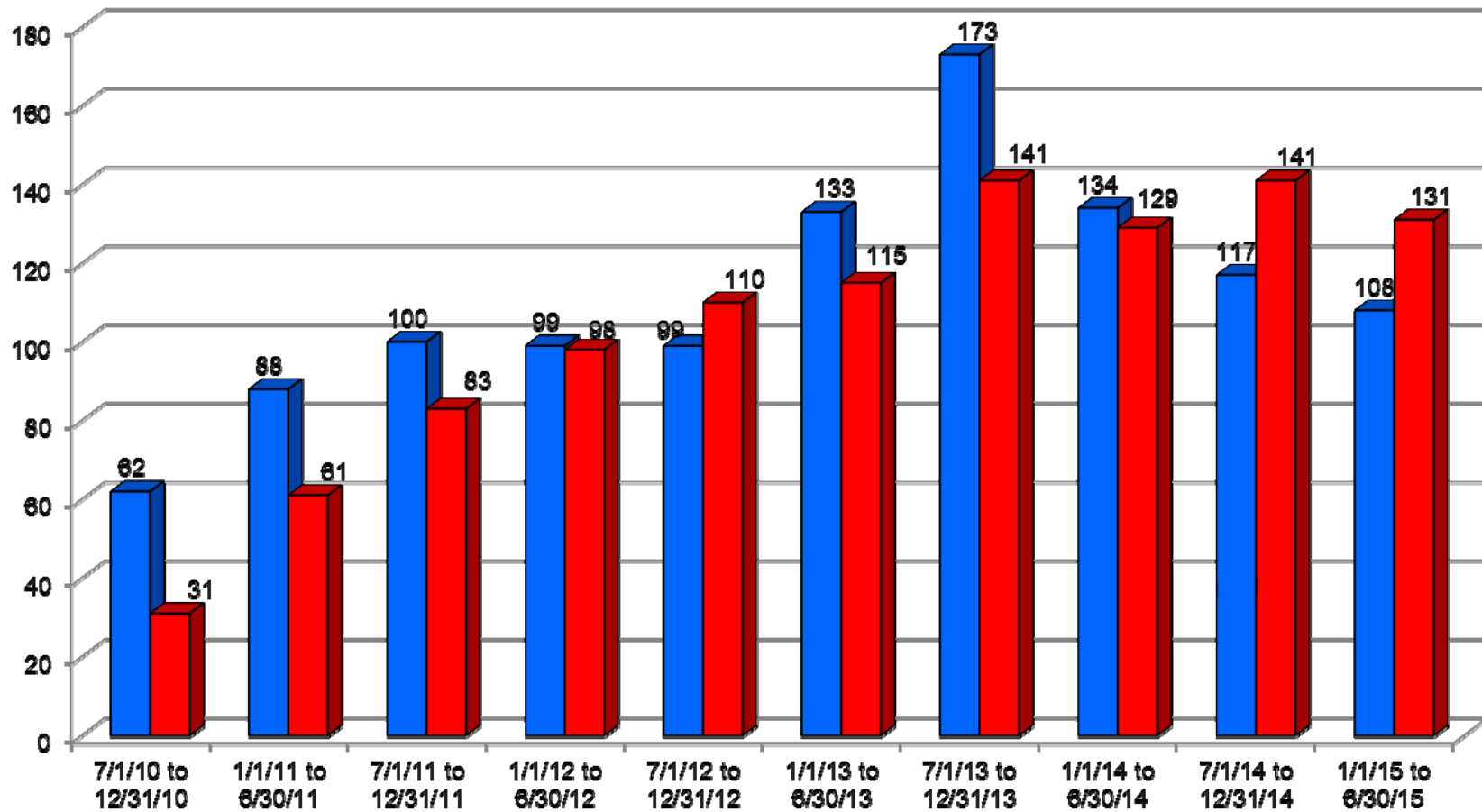
Typical Cycle of a Complaint



Subject Matter of Complaints Received (FY15)

Allegation	7/1/2014 to 12/31/2014		1/1/2015 to 6/30/2015	
	Number	%	Number	%
Violation of the CCC procurement policies	2	2%	0	0%
Incompetence in the performance of the position	2	2%	0	0%
Excessive tardiness	2	2%	0	0%
Use of CCC property for unauthorized purposes	2	2%	0	0%
Drinking alcohol during working hours	3	3%	0	0%
Discourteous treatment	5	4%	3	3%
Retaliation	0	0%	4	4%
Engaging in conduct in violation of the Illinois Compiled Statutes	4	3%	5	5%
Fraud (including financial aid / tuition)	7	6%	5	5%
Fraud in securing employment / Falsification of Employment Records	9	8%	5	5%
OIG Initiated Reviews	0	0%	5	5%
Violation of CCC Ethics Policy	8	7%	6	6%
Conduct Unbecoming a Public Employee	0	0%	7	6%
Violation of miscellaneous CCC policies	9	8%	8	7%
Inattention to duty	22	19%	9	8%
Sexual or other harassment / Discrimination	6	5%	11	10%
Misappropriation of funds / Theft	9	8%	12	11%
Falsification of attendance records	13	11%	13	12%
Residency (including Annual Residency Compliance Audit)	14	12%	15	14%
Totals	117	100%	108	100%

Complaints Received or Initiated by the OIG (blue) and Complaints Closed (red) (through June 30, 2015)



Reasons Closed (FY15)

Reason Closed	7/1/14 to 12/31/14		1/1/15 to 6/30/15	
	Number	%	Number	%
Sustained	15	11%	17	13%
No Policy Violation / Not Sustained	67	48%	64	49%
Not Sustained with Recommendations	1	1%	0	0%
Review with recommendations	1	1%	0	0%
Referred / Deferred	35	25%	26	20%
Duplicate Complaint	7	5%	7	5%
Employee previously disciplined for same conduct	1	1%	3	2%
Subject inactive	13	9%	13	10%
Complaint included with active investigation	1	1%	0	0%
Residency Compliance Audit Completed	0	0%	1	1%
Total	141	100%	131	100%

Investigations / Findings by OIG (through FY15)

Period	Total Complaints Closed*	Total Investigations by the OIG#	% of Closed Cases Investigated by the OIG	Total Complaints Sustained or Recommendations Made	% of Investigated Complaints Sustained or Recommendations Made
7/1/2010 to 12/31/2010	31	23	74%	9	39%
1/1/2011 to 6/30/2011	61	45	74%	19	42%
7/1/2011 to 12/31/2011	83	50	60%	15	30%
1/1/2012 to 6/30/2012	98	64	65%	14	22%
7/1/2012 to 12/31/2012	110	74	67%	16	22%
1/1/2013 to 6/30/2013	115	58	50%	17	29%
7/1/2013 to 12/31/2013	141	63	45%	18	29%
1/1/2014 to 6/30/2014	129	66	51%	19	29%
7/1/2014 to 12/31/2014	141	88	62%	17	19%
1/1/15 to 6/30/15	131	86	66%	17	20%
Totals	1040	617	60%	161	26%

* "Total Complaints Closed" includes all complaints closed, whether investigated by OIG or closed for other reasons, including being referred to other CCC departments, etc.

"Total Investigations by the OIG" includes only those cases closed following an investigation by the OIG.

Average Calendar Days to Close (FY15)

Reason Closed	7/1/14 to 12/31/14		1/1/15 to 6/30/15	
	Number	Average Days to Close	Number	Average Days to Close
Sustained	15	130	17	220
Not Sustained / No Policy Violation	67	369	64	245
Referred / Deferred	35	1	26	1
Other	24	155	24	156
Totals	141		131	

Subject Matter of Reports Submitted as reported in the Bi-Annual Report for January 1, 2015 to June 30, 2015

Reports	Subject Matter
1	2015 Audit of Compliance with the District's Residency Requirement
1	Copyright-related issues
1	Ethics Violation
1	Fraud
1	Fraud in Securing Employment
1	Inattention to Duty
1	Negligence
1	Theft
1	Violation of Responsible Computer Use Policy
1	Violation of terms of sabbatical leave
2	Theft of Books
2	Unauthorized possession of CCC property, etc.
3	Falsification of Attendance Records
3	Residency
20	Total

Recommendations of Disciplinary Action (as of September 28, 2015)

Category	FY 11	FY 12	FY 13	FY 14	FY 15	Total
Recommendations made	40	40	53	42	38	213
Disciplinary Process Completed	40	40	53	42	37	212
Not Completed	0	0	0	0	1	1
% Completed	100%	100%	100%	100%	97%	99.53%
OIG Recommendations Followed (incl. employee resignation/retirement)	37	36	50	40	32	195
Not Followed	3	4	3	2	5	17
Other Action Taken / No Action Taken	1 / 2	2 / 2	0 / 3	1 / 1	0 / 5	4 / 13
% Followed	92.5%	90.0%	94.3%	95.2%	86.5%	91.98%

Disciplinary Action Taken (as of September 28, 2015)

	FY 11	FY 12	FY 13	FY 14	FY 15	Total
Termination	11	14	9	13	13	60
Other (Suspension / Reprimand / etc.)*	9	19	32	16	9	85
Debarment (vendors)	14	0	2	0	0	16
Resignation / Retirement (in lieu)	4	5	7	12	10	38
Totals	38	38	50	41	32	199

*Includes actions taken that did not follow OIG recommendations

Other Recommendations (FY 15)

- ✓ 15 Policy Recommendations
- ✓ Recoupment Recommendations totaling >\$37,000