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COMMUNITY COLLEGE DISTRICT NO. 508  
MAY 5, 2016

# Office of the Inspector General City Colleges of Chicago

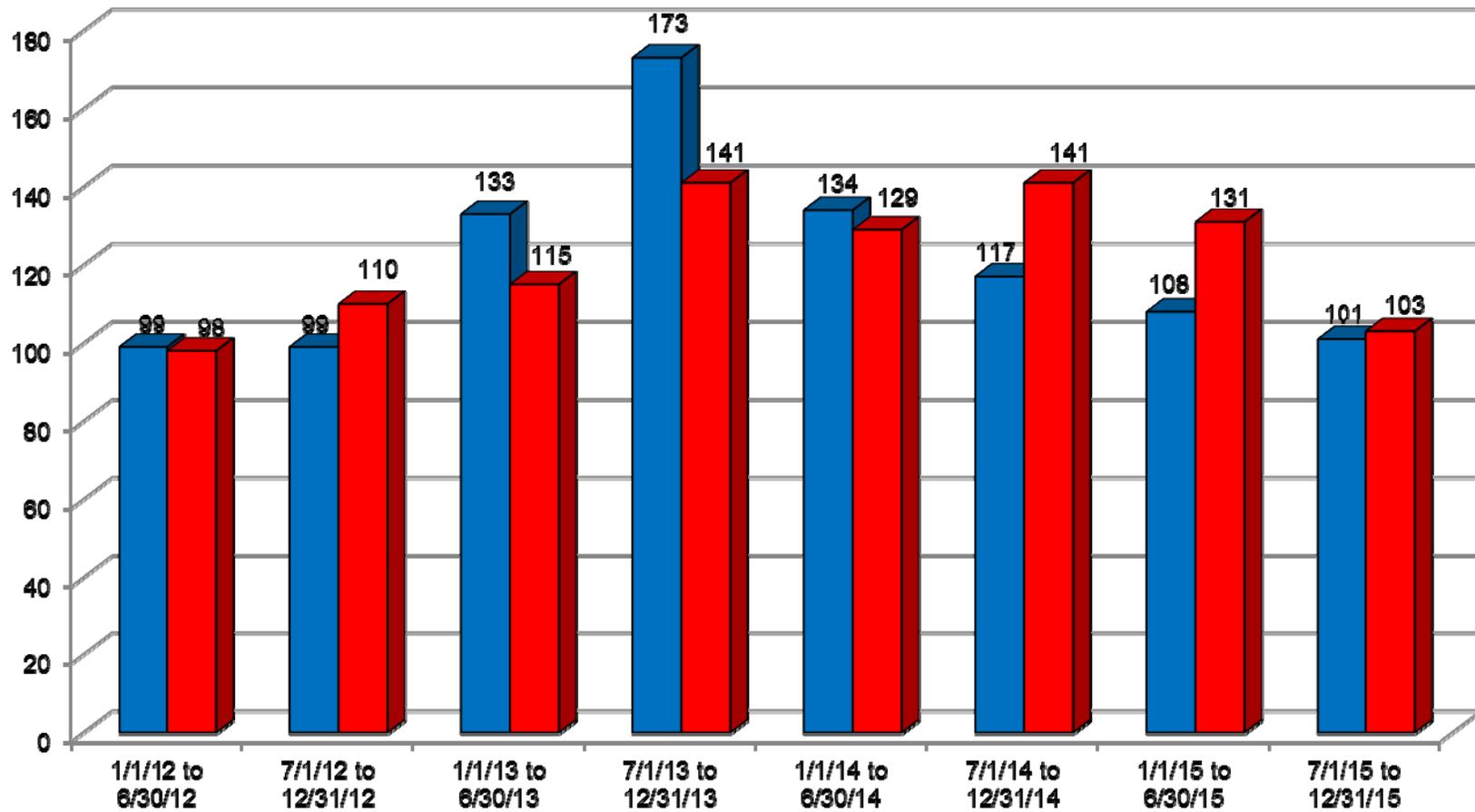
## Presentation to the Board of Trustees

May 5, 2016



**CITY COLLEGES**  
*of* CHICAGO  
Education that Works

# Complaints Received or Initiated by the OIG (blue) and Complaints Closed (red) (through December 31, 2015)



# Subject Matter of Complaints Received (2015)

Allegation	1/1/2015 to 6/30/2015	7/1/2015 to 12/31/2015	Combined	
	Number	Number	Number	%
Incompetence in the performance of the position	0	1	1	0.48%
Excessive tardiness	0	1	1	0.48%
Drinking alcohol during working hours	0	1	1	0.48%
Use of CCC property for unauthorized purposes	0	3	3	1.44%
OIG Initiated Reviews	5	0	5	2.39%
Retaliation	4	1	5	2.39%
Fraud (including financial aid / tuition)	5	1	6	2.87%
Discourteous treatment	3	3	6	2.87%
Conduct Unbecoming a Public Employee	7	0	7	3.35%
Fraud in securing employment / Falsification of Employment Records	5	3	8	3.83%
Engaging in conduct in violation of the Illinois Compiled Statutes	5	6	11	5.26%
Violation of miscellaneous CCC policies	8	6	14	6.70%
Misappropriation of funds / Theft	12	4	16	7.66%
Violation of CCC Ethics Policy	6	12	18	8.61%
Falsification of attendance records	13	9	22	10.53%
Sexual or other harassment / Discrimination	11	12	23	11.00%
Inattention to duty	9	19	28	13.40%
Residency / Annual Residency Compliance Audit	15	19	34	16.27%
<b>Totals</b>	<b>108</b>	<b>101</b>	<b>209</b>	<b>100.00%</b>

## Reasons Closed / Average Calendar Days to Close (2015)

Reason Closed	1/1/15 to 6/30/15		7/1/2015 to 12/31/2015	
	Count	Average Days to Close	Count	Average Days to Close
Sustained	17	220	16	303
No Policy Violation / Not Sustained	64	245	36	285
Review with recommendations	0	--	1	196
Referred / Deferred	26	1	31	1.7
Duplicate Complaint	7	<1	9	<1
Employee previously disciplined for the same conduct	3	81	1	114
Subject inactive or becomes inactive	13	263	7	363
Complaint added to an active investigation	0	--	2	<1
Residency Compliance Audit	1	87	0	--
<b>Total</b>	<b>131</b>		<b>103</b>	

# Investigations / Findings by OIG (through December 31, 2015)

Period	Total Complaints Closed*	Total Investigations by 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%
1/1/2015 to 6/30/2015	131	85	65%	18	21%
7/1/2015 to 12/31/2015	103	58	56%	18	31%
<b>Totals</b>	<b>1143</b>	<b>674</b>	<b>59%</b>	<b>180</b>	<b>27%</b>

\* "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.

## Reports Submitted (2015)

Count	Type	
1	Annual Residency Audit	
1	Review with Recommendations	
1	Not Sustained	
2	Not Sustained with Recommendations	
35	Sustained	
	<b>Sustained Findings</b>	
	<b>Count</b>	<b>Subject Matter</b>
	1	Battery
	1	Copyright infringement
	1	Fraud
	1	Negligence
	1	Violation of Acceptable Use Policy
	1	Violation of CCC sick leave policy
	1	Violation of terms of sabbatical leave
	2	Unauthorized possession of CCC property
	2	Falsification of Employment Records
	3	Ethics Violation
	4	Inattention to Duty
	5	Residency
	5	Theft / Misappropriation of Funds
	7	Falsification of Attendance Records
<b>40</b>	<b>35</b>	<b>Totals</b>

# Recommendations of Disciplinary Action (as of April 29, 2016)

	FY 11	FY 12	FY 13	FY 14	FY 15	FY16	Total
Recommendations made	40	40	53	42	38	34	247
Disciplinary Process Completed	40	40	53	42	38	20	233
Not Completed	0	0	0	0	0	14	14
% Completed	100%	100%	100%	100%	100%	59%	94%
OIG Recommendations Followed (incl. employee resignation/retirement)	37	36	50	40	33	19	215
OIG Recommendation Not Followed / Other Action Taken	3 / 1	4 / 2	3 / 0	2 / 1	5 / 0	0 / 0	17 / 4
Other Action Taken	<ul style="list-style-type: none"> <li>• Hours Changed (FY11)</li> <li>• Negotiated 70 day suspension (FY12)</li> <li>• Verbal Counselling (FY12 and FY14)</li> <li>• No Action Taken (Total of 13)</li> </ul>						
<b>% Followed</b>	<b>92.5%</b>	<b>90.0%</b>	<b>94.3%</b>	<b>95.2%</b>	<b>86.8%</b>	<b>100.0%</b>	<b>92.27%</b>

# Disciplinary Action Taken (as of April 29, 2016)

	FY 11	FY 12	FY 13	FY 14	FY 15	FY 16	Total
Termination	11	14	9	13	13	11	71
Other (Suspension / Reprimand / etc.)*	9	19	32	16	11	2	89
Debarment (vendors)	14	0	2	0	0	0	16
Resignation / Retirement	4	5	7	12	10	6	45
<b>Totals</b>	<b>38</b>	<b>38</b>	<b>50</b>	<b>41</b>	<b>34</b>	<b>19</b>	<b>221</b>

\*Includes actions taken that did not follow OIG recommendations

# Recoupment

(Recommended and/or Received in 2015 and 2016)

Date Recommended / Received	Case Number	Type	Recommended Recoupment Amount	Result	Amount Received by CCC
2/6/2015	13-0097	Inappropriate sabbatical leave	\$32,117.50	No action taken	\$0.00
6/12/2015	15-0010	Ethics Violation (Double Payments)	\$2,475.00	Demand Letter sent	
7/27/2015	15-0108	Theft (criminal case)	\$833.90	Restitution received	\$833.90
8/11/2015	13-0190	Violation of Sick Leave Policy	\$6,196.49	Demand Letter sent	
9/29/2015	16-0002	Misappropriation of Funds	\$238.64		
10/9/2015	14-0231	Overpayment of Salary	\$5,335.45		
10/13/2015	16-0041	Falsification of Attendance Records	\$100.74		
10/29/2015	15-0206	Falsification of Attendance Records	\$1,114.48		
12/16/2015	16-0028	Inattention to Duty	\$139.92		
2/11/2016	16-0022	Theft (criminal case?)	\$3,125.00		
3/31/2016	08-0012	Forgery (criminal case)	\$20,000.00	Restitution received	\$20,000.00
<b>Totals</b>			<b>\$71,677.12</b>		<b>\$20,833.90</b>

# Policy Recommendations (2015 / 2016)

- ✓ 5 Policy Recommendations (1/1/15 - 6/30/15)
- ✓ 9 Policy Recommendations (7/1/15 - 12/31/15)
- ✓ 3 Policy Recommendations (1/1/16 - present)