



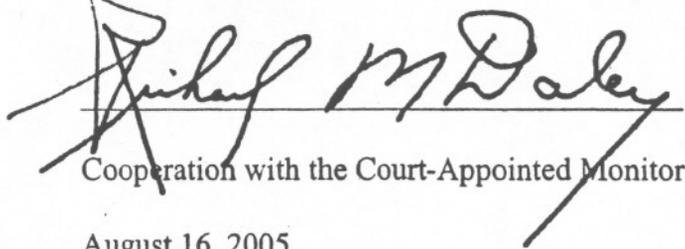
MEMORANDUM

City of Chicago
Richard M. Daley, Mayor

Office of the Mayor
City Hall, Room 507
121 North LaSalle Street
Chicago, Illinois 60602
(312) 744-3300

TO: All City Department Heads

FROM: Mayor Richard M. Daley



RE: Cooperation with the Court-Appointed Monitor

DATE: August 16, 2005

On August 2, 2005, United States District Court Judge Wayne R. Andersen appointed attorney Noelle C. Brennan as a Shakman Decree Monitor ("Shakman Monitor") to ensure the City's compliance with the Shakman Decree. Judge Andersen also appointed Susan Cox and Ines M. Monte as Counsel to the Shakman Monitor.

Judge Andersen has charged the Shakman Monitor with studying the City of Chicago's existing employment practices, policies and procedures for nonpolitical hiring, promotion, transfer, discipline and discharge.

We have pledged to Judge Andersen, to the Shakman Monitor and to her Counsel our full cooperation and assistance. I am directing all City departments, officials and employees to fully and promptly comply with any and all requests from the Shakman Monitor and/or her Counsel.

I have asked Ms. Brennan and her Counsel to inform Chief of Staff Ron Huberman of any resistance she receives to her requests, and I have assured them that failure to comply with her requests will be dealt with very seriously.

I also want to assure all City employees that, consistent with the City's Whistleblower Ordinance, there will be no retaliatory action against any employee for cooperating with the Shakman Monitor, including disclosing any violation of laws, rules, or regulations.

Please make sure that copies of this memorandum are distributed to members of your staffs. Thank you for your anticipated cooperation in this matter.

RECEIVED

AUG 17 2005

DEPARTMENT



IMPORTANT NOTICE

TO ALL EMPLOYEES AND JOB APPLICANTS - CITY OF CHICAGO

On June 20, 1983, a Judgment was entered in the United States District Court for the Northern District of Illinois in the case of Michael L. Shakman et al. v. The Democratic Organization of Cook County, etc., No. 69 C 2145. The Judgment was entered upon the consent of the City of Chicago and its Mayor and the plaintiffs, and upon the Court's approval. Copies of the Judgment are available at Room 1100, City Hall.

Prohibited Activity

The Judgment contains a permanent injunction against the City of Chicago from conditioning, basing or affecting the hiring of any employee (except for certain Exempt Positions) upon any political reason or factor. HIRING MUST NOT BE BASED UPON OR AFFECTED BY THE PROSPECTIVE EMPLOYEE'S POLITICAL AFFILIATION, POLITICAL SUPPORT OR ACTIVITY, POLITICAL FINANCIAL CONTRIBUTION, PROMISES OF SUCH POLITICAL SUPPORT, ACTIVITY OR FINANCIAL CONTRIBUTION. Nor may hiring be based upon or affected by the prospective employee's political sponsorship or recommendation.

Plan

The Judgment also requires the City to adopt, to file with the Court and to implement a Plan of Compliance to ensure that the provisions of the injunction are met.

Applicability

The Judgment applies to the City of Chicago and its Mayor. It also applies to the successors in office to the present Mayor, to all of the agents and employees of the City of Chicago and to all others who receive notice of the Judgment and who are in active concert or participation with any of the other persons to whom it applies.

Violations

VIOLATIONS OF THE JUDGMENT MAY CONSTITUTE CONTEMPT OF COURT AND MAY BE PUNISHABLE BY FINE OR IMPRISONMENT.

Any registered voter is entitled to bring complaints concerning any violations of the Judgment before the United States District Court.

Exempt Positions

The Judgment provides for certain jobs to be exempt from the Judgment. Persons holding an Exempt Position are to be notified of that fact by the City. A list of Exempt Positions may be obtained from the Department of Personnel.

Notice of Job Openings

The Judgment also requires that public notice of the availability of City jobs (other than for Exempt Positions and for certain emergency situations) be given. The method of giving notice is set forth in the Judgment.

No person may be hired for a non-exempt City job, except in the specified emergency situations, unless notice of the job has been given as specified in the Judgment.

Prior Judgment

A previous Consent Judgment in the case, entered in 1972, remains in effect. It prohibits discharging or otherwise affecting or basing any term or aspect of governmental employment with regard to a person once hired upon any political reason or factor. The positions which are exempted from the hiring Judgment as described above are also exempted from the provisions of the Consent Judgment entered in 1972.

Dated June 20, 1983.

Nicholas J. Bua
Judge of the
United States District Court