

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
EASTERN DIVISION

MICHAEL L. SHAKMAN, <u>et al.</u> ,)	
)	
Plaintiffs,)	
)	No. 69 C 2145
v.)	
)	Hon. Ann Claire Williams
THE DEMOCRATIC ORGANIZATION OF)	
COOK COUNTY, <u>et al.</u> ,)	
)	
Defendants)	

JUDGMENT

This Judgment is entered upon the consent of the plaintiffs and of defendant Thomas C. Hynes, individually and as Assessor of Cook County, Illinois.

The purposes of this Judgment are to eliminate and exclude the conditioning, basing or affecting of employment with the Assessor on or because of political reasons or factors and to carry out, implement and assure compliance with the Consent Judgment previously entered in this case as to the Assessor.

It is Ordered, Adjudged and Decreed as follows:

A) Jurisdiction. This Court has jurisdiction of the parties to this Judgment and of the subject matter of this action under Sections 1331 and 1343 (3) of Title 28 of the United States Code.

B) Definitions. As used in this Judgment (1) the term "Assessor" means Thomas C. Hynes, and his successors in their capacity as Assessor of Cook County, Illinois; (2) the term "Consent Judgment" means the Judgment previously entered in this case as to Assessor on May 5, 1972; (3) the term "Exempt Position" means a position for an Employee which is determined to be exempt from the provisions of Paragraph D through L inclusive, of this Judgment, and from the provisions of Paragraphs D and E of the Consent Judgment, all as provided in Paragraph N of this Judgment; (4) the terms "Governmental Employee" and "Employee" mean a person employed in Governmental Employment, and (5) the term "Governmental Employment" means any employment (whether full-time or part-time, permanent or temporary, and regardless of whether the employment is paid for by federal funds) by or for any non-federal governmental officer or entity.

C) Persons Bound. The provisions of this Judgment apply to:
(1) Thomas C. Hynes, individually and as Assessor; (2) his

successors as assessor; (3) the present and future officers, agents, servants and employees of the Assessor, and others named or referred to in this Paragraph C; and (4) all others in active concert or participation with the Assessor or others named or referred to in this Paragraph C who receive actual notice of this Judgment by personal service or otherwise.

D) Declaratory Relief. It is declared that the conditioning, basing, or affecting of the hiring of Governmental Employees (other than for Exempt Positions), upon or because of any political reason or factor including, without limitation, any Employee's or prospective Employee's political affiliation, political support or activity, political financial contributions, promises of such political support, activity or financial contributions or such Employee's or prospective Employee's political sponsorship or recommendation is prohibited.

E) Injunction. The Assessor and all others named or referred to in Paragraph C of this Judgment are permanently enjoined from directly or indirectly, in whole or in part:

- 1) conditioning, basing or knowingly prejudicing or affecting the hiring of any person as Governmental Employee (other than for Exempt Positions), upon or because of any political reason or factor, including, without limitation, any Employee's or prospective Employee's political affiliation, political support or activity, political financial contributions, promises of such political support, activity or financial contributions, or such Employee's or prospective Employee's political sponsorship or recommendation; or
- 2) knowingly inducing, aiding, abetting, participating in, cooperating with the commission of, or threatening, any act which is proscribed by this Paragraph E.

F) Plan of Compliance. The Plan of Compliance attached hereto has been adopted by the Assessor and filed with the Court and shall be implemented on the effective date of this Judgment.

G) Notices of Job Availability. The Assessor and all others named or referred to in Paragraph C of this Judgment, are permanently enjoined from hiring any person for Governmental Employment (except for Exempt Positions and except, as provided below, for emergency hiring) unless prior public notice of the opportunity to apply for and be hired for the job has been given. This requirement shall apply to hiring of persons after a date 30 days after this Judgment becomes effective. The notice shall be given at least 14 days before the last date for which applications

may be submitted for consideration for the job. The notice shall include a description of the nature of the job, the qualifications, the pay, and how and where to apply for the job. Where more than one position has the same job title, the notice may be given with respect to the job title. The notice shall be given in the following manner:

- 1) by prominently posting the notice for inspection by the general public at each place where persons may make application for Governmental Employment with the Assessor. (A list or lists of all such available job opportunities shall similarly be posted. The list must be updated at least monthly. Copies of the list or lists and of all such notices shall be provided free of charge to each person who requests a copy in person); and
- 2) by mailing copies of the list of available job opportunities to each person who shall have requested receiving such notices by mail (the Assessor may provide in the Plan of Compliance for a charge to persons requesting notices by mail of a reasonable fee to cover postage costs).

In lieu of the manner set forth in Sub-Paragraphs G(1) and G(2), notice may be given in the manner required by statute as to any job which is to be filled by the highest ranking applicant on competitive examinations. During the period of ten years after this Judgment becomes effective, the method of giving notice shall be as provided by this Paragraph G, unless an alternative method is provided by a Plan of Compliance and filed with the Court. The Plan of Compliance may make reasonable provisions for hiring persons in exceptional, emergency situations without prior notice as provided in this Paragraph G. Any such provision shall contain rigorous limitations on the number of persons who may be so hired in a year. The Plan of Compliance shall also provide for regular reports to the Court of instances in which such emergency hiring was made, setting forth the reasons why it was an emergency situation, including why it was not possible to have made arrangements by which the hiring could have been made upon prior notice.

H) Notice of List Jobs. The Assessor shall cause to be published, at least once every six months for a period of ten years following the date this Judgment becomes effective, in the "help wanted" section of a Chicago daily newspaper having a circulation of greater than 200,000, a prominent notice of the existence and availability of the list or lists described in part (1) of Paragraph G of this Judgment, stating where the list or lists are available for public inspection, where copies may be obtained in person and how persons may receive copies of the lists by mail.

I) Notice to Employees. The Assessor shall cause a copy of the Notice which is attached to this Judgment as Exhibit A, including a copy of this Judgment, to be delivered within 30 days of the date this Judgment becomes effective as provided in Paragraph Q of this Judgment to each Governmental Employee of the Assessor.

J) Notice to Job Applicants. The Assessor is directed to cause copies of the Notice referred to in Paragraph I of this Judgment to be delivered to each applicant for Governmental Employment, beginning not later than 30 days after the effectiveness of this Judgment. The Notice shall be delivered to each applicant no later than the time the applicant is furnished a job application.

K) Posting of Judgment. A copy of the Notice referred to in Paragraph I of this Judgment (including a copy of this Judgment) shall be prominently posted at each place where persons may make applications for employment with the Assessor, beginning not later than 30 days after the effectiveness of this Judgment. A notice similarly posted shall state that a copy of this Judgment and the Notice referred to in Paragraph J of this Judgment are available to any person who requests it.

L) Affidavits of Compliance. The Assessor shall cause to be filed with the Clerk of this Court within 45 days of the date this Judgment becomes effective affidavits showing compliance with Paragraph I of this Judgment. The Assessor shall also cause to be filed with the Clerk of this Court affidavits for each calendar quarter for a period of ten years showing compliance during the quarter with Paragraphs G, J and K of this Judgment. Each affidavit for each quarter shall be filed within forty-five days after the end of the quarter. The first quarter for which an affidavit shall be filed shall be the quarter in which this Judgment is entered. Each quarterly affidavit shall list the names and positions of all persons hired for jobs with the Assessor during the calendar quarter to which the affidavit relates. Such affidavits shall describe any written allegation of a violation of the Consent Judgment, this Judgment or Plan of Compliance, any response to any such allegation and the status or disposition of the allegation. It shall also attach copies of any written sponsorship or recommendation of any applicant for governmental employment (except as to Exempt Positions) or as to any other aspect of employment of any Employee (except as to Exempt Positions) which is made by any person reasonably known to persons having authority for hiring Employees, as set out in the Plan of Compliance attached hereto, to be an elected public official or a political party official, employee or agent, as well as copies of any writings recording or documenting such sponsorship or recommendation. Nothing in this paragraph shall require any person to make any inquiry as to any person's political affiliation.

M) Annual Reports. In each of the years 1996 through 2005, inclusive, the Assessor shall cause to be filed a verified report (prior to March 1 of the year) with copies to all parties to this Judgment, detailing all steps taken in the preceding year to implement the Plan of Compliance referred to in Paragraph F of this Judgment and otherwise to comply with the Consent Judgment and this Judgment and also stating all changes in methods of hiring persons for Governmental Employment and of giving notices of job availability, in each case made since the last date covered by the last such report or, in the case of the first report, since the date this Judgment becomes effective. The annual report shall be accompanied by an audit of compliance with the provisions of the Consent Judgment, this Judgment and the Plan of Compliance for the year, conducted by an independent firm either of public accountants or experts in personnel or management matters, selected and paid by the Assessor and reasonably acceptable to plaintiffs.

N) Exempt Positions: (1) Each of the positions listed on the attached list of Exempt Positions is an Exempt Position.

(2) The Assessor may, from time to time (but not more frequently than two times a calendar year), apply to the Court, with service on counsel for plaintiffs for a change in the list of Exempt Positions. The criteria for determining whether a position should be added to or deleted from the list is whether, because of the degree of policy involvement or confidentiality of such position, political affiliation or activity are appropriate requirements for the effective performance of the Governmental Employment position and therefore hiring for or discharge from the post should be exempt from inquiry under this Judgment and the Consent Judgment. The designation of a position as an Exempt Position under this Paragraph N shall not be deemed an admission or acknowledgment in any other action or proceeding as to the degree of policy involvement or confidentiality of that position.

(3) Prior to entry of an Order of Court determining a position, other than one in the attached List, to be an Exempt Position, no such position shall be exempt from the provisions of this Judgment or the Plans of Compliance.

(4) The Assessor shall maintain at all times, and provide copies for employees, of updated lists of all Exempt Positions.

O) Consent Judgment. The Consent Judgment remains in full force and effect. This Judgment is in addition to the Consent Judgment and is issued pursuant to paragraph H the Consent Judgment.

P) Jurisdiction Retained. Jurisdiction is retained for the following purposes:

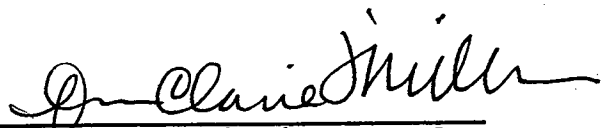
- 1) to enable the parties to this Judgment to apply to this

Court for orders determining which positions are Exempt Positions as provided in Paragraph N (2) of this Judgment;

- 2) to enable the parties to this Judgment to apply to this Court at any time for such further orders and directions as may be necessary or appropriate for the construction or carrying out of the Consent Judgment or this Judgment, for the enforcement of compliance with the provisions contained in the Consent Judgment or this Judgment, and for remedy for the violation of any of those provisions. Application to enforce those provisions or to remedy any violation may be presented to this Court by Plaintiffs' Class Representatives, Michael L. Shakman or Paul M. Lurie, or any aggrieved employee, aggrieved former employee or aggrieved applicant for employment with the Assessor. Prior written notice of all such applications and other matters in this action shall be given to the Assessor and the plaintiffs in this case;
- 3) to enable the parties to this Judgment to apply at any time for modifications to the requirements of Paragraphs E through M of this Judgment, which modifications shall be warranted by good cause and consistent with or necessary for the implementation of the Consent Judgment and Paragraphs D and E of this Judgment;
- 4) to determine whether provisions of this Judgment which by their terms may expire upon a term of years should be extended for a further period or earlier terminated; and
- 5) to determine the amount of plaintiffs' costs and any attorneys' fees to be awarded. The defendant Cook County shall pay plaintiffs' costs and attorneys' fees as so determined by Court Order.

Q) Effectiveness. The Court expressly finds and determines, pursuant to Rule 54 (b) of the Federal Rules of Civil Procedure, that there is no just reason for delay. It directs that this Judgment now be entered and be effective upon its entry.

IT IS SO ORDERED


Ann Claire Williams, Judge,
United States District Court

Dated: February 1, 1995

Exhibit A

IMPORTANT NOTICE

TO: ALL EMPLOYEES OF THE ASSESSOR'S OFFICE AND
TO ALL APPLICANTS FOR JOBS WITH THE ASSESSOR:

On January __, 1995, 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 prohibits "conditioning, basing or affecting the hiring" of governmental employees (except certain Exempt Employees) upon or because of any political reason or factor. A copy of the Judgment is attached. Please read it carefully and abide by all its provisions. Key points of the Judgment are summarized below.

Prohibited Activity

The Judgment contains a permanent injunction against the Cook County Assessor and its employees from conditioning, basing or affecting the hiring of any governmental employee (except 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.

The Judgment defines "governmental employee" as any full or part-time employee within the Northern District of Illinois by the County of Cook or any other non-federal governmental entity.

Applicability

The Judgment applies to the Cook County Assessor. It also applies to its agents and employees and to all others who receive notice of the Judgment and who are in active concert or participation with any of those persons.

Violations

VIOLATIONS OF THE JUDGMENT MAY CONSTITUTE CONTEMPT OF COURT AND MAY BE PUNISHABLE BY FINE OR IMPRISONMENT. The Judgment becomes effective upon its entry on January __, 1995. If you know of any violations of the Judgment, you may report them to your job supervisor or to the Shakman Compliance Monitor or you may report them to the Court by letter addressed to the Clerk of the United States District Court, Northern District of Illinois, 219 S. Dearborn Street, Chicago, IL 60604.

Enforcement

Plaintiffs' Class representatives, Michael L. Shakman or Paul M. Lurie or any aggrieved employee, aggrieved former employee or aggrieved applicant for employment with the Assessor is entitled to bring complaints concerning any violations of the Judgment before this United States District Court in accordance with the provisions of Paragraph P of the Judgment.

Any governmental employee seeking to bring an action for the violation of the January __, 1995 Judgment or the May 5, 1972 Judgment (described below) must observe a 180-day statute of limitations which was held applicable to such actions in the case of Smith v. City of Chicago, 769 F.2d 408 (7th Cir. 1985).

Exemptions

A number of positions have been exempted from the Judgment and from the prior Judgment in this case. A list of exemptions is available from the Shakman Compliance Monitor.

Notices of Job Openings

The Judgment requires that notice and a description of the availability of governmental employment positions (other than exempt positions) be made public in the following ways:

(1) By posting the notice at all employment offices of the Assessor. A list of all available job opportunities is similarly to be posted. Copies of notices and the list are to be available upon request. The existence and availability of such list is to be publicized semi-annually in a newspaper help wanted section.

(2) By mailing to any person who requests receiving such notice.

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

Prior Judgments

A previous consent Judgment in the case as to the Assessor, entered May 5, 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, except for Exempt Positions.

Ann Claire Williams
Judge, United States District Court

Dated: _____

List of Exempt Positions

1.	Administrative Assistant to Assessor	Grade 22
2.	Administrative Assistant to Assessor	Grade 22
3.	Chief Deputy Assessor	Grade 24
4.	Administrative Assistant to Assessor	Grade 22
5.	First Assistant Deputy	Grade 24
6.	Administrative Assistant to Assessor	Grade 22
7.	Chief of Assessment Operations	Grade 24
8.	Director of Technical Review	Grade 24
9.	Assessment Analyst V	Grade 23
10.	Director of Appraisers	Grade 24
11.	Assessment Analyst V	Grade 23
12.	Director of Assessment Standards	Grade 24
13.	Assessment Analyst III	Grade 21
14.	Chief of Real Estate Division	Grade 24
15.	Assessment Analyst V	Grade 23
16.	Director of Systems	Grade 24
17.	Chief of Commercial Appraisals	Grade 24
18.	Assessment Analyst V	Grade 23
19.	Chief of Audit Division	Grade 24
20.	Chief of Taxpayer Assistance	Grade 24
21.	Chief of Assessment Appeals	Grade 24
22.	Chief of Residential Appraisals	Grade 24
23.	Technical Coordinator	Grade 24
24.	Director of Ind/Com Hearings	Grade 24
25.	Chief of Land	Grade 23
26.	Assessment Analyst V	Grade 23

27.	Chief of Industrial Appraisal	Grade 23
28.	Assessment Analyst V	Grade 23
29.	Assessment Analyst V	Grade 23
30.	Director of Research	Grade 23
31.	Chief of Administrative Service	Grade 23

IN THE UNITED STATES DISTRICT COURT
FOR THE NORTHERN DISTRICT OF ILLINOIS
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MICHAEL L. SHAKMAN, et al.,)
)
 Plaintiffs,)
)
 v.) No. 69 C 2145
)
 THE DEMOCRATIC ORGANIZATION OF) Hon. Ann Claire Williams
 COOK COUNTY, et al.,)
 Defendants)

PLAN OF COMPLIANCE
COOK COUNTY ASSESSOR'S OFFICE

1. Published Notice of List of Jobs. Once each half calendar year, the Assessor's office will place a classified ad in the "help wanted" section of a Chicago daily newspaper (with a circulation of greater than 200,000), describing the process for applying for "Covered Positions" (Covered Positions being those positions with the Assessor's Office for which political party affiliation or activity is not an appropriate requirement for the effective performance of the position). Such ad will include a nondiscrimination clause, a non-political hiring statement and a notice of the existence of a "List of Jobs" described in Section 2 of this Plan and other provisions of Section 2 of this Plan.
2. Notices of Job Availability - County Building and Condition Precedent to Hiring. Prior to hiring or promoting any person for a Covered Position, the Assessor shall give public notice ("Notice of Job Availability") of the opportunity to apply for or be promoted to such Covered Position. The word "Promotion" shall not include an increase of an employee's compensation accomplished by a grade or step increase where the duties of the employee remain the same; or filling a position by transfer of a current employee or demotion of an employee from a higher paid position. The method of giving notice shall be as provided by this paragraph. The Notice of Job Availability shall include the job title, job description, job function and qualifications, pay, and how and where to apply for the job. The Notice of Job Availability shall be given in the following manner:
 - 1) by prominently posting the Notice of Job Availability for inspection by the general public at the Department of Administrative Services at the Assessor's Office, County Building, 118 N. Clark Street, Room 301,

Chicago, Illinois (A list of all such available job opportunities ("List of Jobs") shall similarly be posted, which shall be updated at least monthly. Copies of the most recent List of Jobs and of the current Notices of Job Availability shall be provided free of charge to each person who requests a copy in person);

2) by mailing copies of the List of Jobs and Notices of Job Availability to each person who shall have requested receiving such notices by mail (the Assessor may charge a reasonable fee for such mailings, which fee shall not exceed the postage costs associated with such mailings). A request for mailing shall expire after six months unless renewed by a further request; or

3) by delivering a copy of the Notice of Job Availability, in the case of promotions and in lieu of other methods of giving notice, to all members of a particular group of employees who will be eligible to apply for the position, provided the group of employees will be defined solely on nonpolitical bona fide job-related considerations such as those listed in Section 8.

No Covered Position will be filled unless at least 14 calendar days have elapsed between the posting of the Notice of Job Availability and the last date for submitting applications for the position. All applications shall include a nondiscrimination clause, a non-political hiring statement and the name and address of the Shakman Compliance Monitor (see Section 9).

3. List of Jobs - Other Locations and Distribution. The Notices of Job Availability and the List of Jobs shall also be prominently posted for public inspection at every other place where persons may make application for employment with the Assessor, together with instructions for making application.
4. Emergency Hirings. If the procedure for hiring cannot be followed due to an emergency, hiring may be done without prior public notice of the vacancy. Without the prior approval of the Court, no more than 10 such hirings may occur during any calendar year. Except as otherwise ordered by the Court, or as otherwise agreed between the parties, when the Assessor fills the vacancy on an emergency basis as provided for in

this section, the period of employment of the person so hired shall last no more than thirty days.

5. Student Employees. The Assessor's office may hire students for "seasonal work", that is, during summers and holiday vacations, on a temporary basis. As used in this Plan, the term "Students" shall mean a student who is currently enrolled in an accredited high school or college. The Assessor's office may hire such Students without complying with the Eligibility Screening, Interview Screening, Interview and Ranking provisions of Sections 6, 7 and 8 of this Plan. However, notwithstanding the exemption from Sections 6, 7 and 8 of this Plan, "seasonal work" positions to be filled by Students shall not be filled prior to such positions having been posted in accordance with the requirements of the Judgment and this Plan, and Students shall not be hired on the basis of any political factors.
6. Eligibility screening. All job applicants will be prescreened to determine eligibility on the basis of (i) bona fide written job related criteria set forth in the job description for the position, and (ii) relevant test results. Prescreening results and applications shall be kept by the Assessor's Office for record purposes for a minimum of two years.
7. Interview Screening. A subpool of eligible candidates will be selected for interview using bona fide job related criteria and relevant test results. A minimum of three candidates, or all applicants if less than three apply, must be interviewed for each vacant position.
8. Interviews, Ranking and Final Selection. Formal selection interviews will be held with a Hiring Committee to be established by the Designated Hiring Officer. At a minimum the interview should establish -
 - * willingness and ability to do the job
 - * available to work hours and willingness to work at site location
 - * prior related work experience
 - * previous evaluations and job performance
 - * knowledge and understanding of the position
 - * relative (compared to other applicants) qualification for the position.

The interviewed candidates will be ranked in writing based upon a reasonable system of categorical or numerical rating

using predetermined standards based on bona fide job related criteria and interview performance. Affirmative action guidelines will be taken into consideration when making final selection, which shall be made by the

Designated Hiring Officer.

9. Compliance Monitor and Reports. By January 15, 1995, the Assessor shall establish and designate the Shakman "Compliance Monitor." The Compliance Monitor shall be in charge of compliance with the Shakman Judgment of May 5, 1972 and January , 1995 (the "Judgments") and this Plan. The Compliance Monitor shall be responsible for logging and investigating all oral and written complaints regarding Compliance with the Judgments or this Plan.
- (a) Quarterly Affidavits. Within 45 days after the end of each calendar quarter beginning the first quarter of 1995, the Assessor shall file with the Court an affidavit: (i) listing the name and position of all persons hired for or promoted to Covered Positions during the quarter, (ii) disclosing the name and party position of all Political Persons making written Patronage Contacts during the quarter (see Section 11), and (iii) identifying all emergency hirings for Covered Positions during the quarter and specifying why it was an emergency hiring and why it was not possible to hire such persons pursuant to the prior notice requirements.
- (b) Annual Report. Prior to March 1 of each year beginning March 1, 1996 and ending March 1, 2005, the Assessor shall file with the Court a verified report detailing all steps taken in the preceding calendar year to implement this Plan and otherwise comply with the Judgments and also stating all changes in methods of hiring persons for employment by the Assessor's Office during the preceding calendar year.
- (c) Annual Audit. Prior to May 1 of each year beginning May 1, 1996 and ending May 1, 2005, an independent auditor, firm or committee will conduct and report on an annual audit covering the prior calendar year to determine whether, and the extent to which, the administration of the Plan has resulted in employment decisions based on political factors. The audit plan will be constructed so that compliance with the details of the procedures of this Plan can be verified. The auditor will compile a report for the Assessor, plaintiffs' counsel, and the Court. The report will certify, based on a random selection and review of the personnel files, that the Plan was complied with and shall list what, if any, noncompliance was found.
10. Distribution of Plan and Notices of Judgments. Copies of this Plan and the Notices of the Judgments (together with a copy of each of the Judgments) will be: (i) delivered to all

employees of the Assessor's Office by January 31, 1995, (ii) delivered to all future applicants for Covered Positions no later than the time of application for the position, and (iii) posted at the office of the Department of Administrative Services and on one bulletin board accessible to employees of the Assessor's Office.

11. Patronage Contacts. The Assessor shall give the Designated Hiring Officer and the members of the Hiring Committee a copy of instructions on what to do if they receive a "Patronage Contact" as hereinafter defined. A copy of the instructions is attached hereto as Exhibit A. These instructions will inform them to report in writing any written Patronage Contact to the Compliance Monitor and where a log of all such Patronage Contacts is kept. This memorandum of the contact shall include the name and position of the Political Person and the name and position of the person being recommended. If the Assessor, the Designated Hiring Officer, or any member of the Hiring Committee receives a Patronage Contact by telephone he or she shall inform the Political Person that political considerations are not allowed to influence employment decisions. For purposes of this paragraph, "Political Person" means any elected official, Committeeman or other elected or appointed official of any political party, and any other person reasonably known to the Assessor, the Designated Hiring Officer, or any member of the Hiring Committee to be an agent, employee, or official of a political organization or party. A "Patronage Contact" means any contact in writing, by telephone or otherwise with the Assessor, the Designated Hiring Officer, or any member of the Hiring Committee from a Political Person in which the Political Person attempts to influence the hiring, promotion or firing of any person to or from a Covered Position because of any political reason or factor.
12. Staff Training. All staff with responsibility for employment decisions in the Assessor's office will be trained on the requirements of the Shakman Judgments, this Plan and compliance procedures.
13. Effective Date. This Plan becomes effective as of the effective date of the Judgment and shall terminate ten years thereafter.

Dated: December 21, 1994.

By: 

Cook County Assessor

EXHIBIT A

PATRONAGE CONTACT PROVISIONS

The goal of the Plan of Compliance filed in the Shakman Case is to protect against political considerations affecting hiring, promotion, discharge or other employment decisions. Therefore, all contact with political parties, organizations or employees or agents thereof, which concern employment matters, must be closely monitored. If the Assessor, Designated Hiring Officer or any member of the Hiring Committee (the "Reporting persons") is contacted in writing in an attempt to affect employment decisions with the Assessor's Office for political reasons or factors, such Reporting Person shall by the end of the day send a written memo to the Office of the Shakman Compliance Monitor, who maintains a log of such contacts. This contact will then be entered in the log and reported in the next quarterly affidavit of compliance filed with the Court.

If the contact is by telephone, the Reporting Person so contacted shall inform the other person that political considerations may not be allowed to affect employment decisions with the Assessor's Office.

CERTIFICATE OF SERVICE

The undersigned, a non-attorney, on oath deposes and states that she served a copy of the attached Agreement, Consent and Motion of Plaintiffs and Defendant Thomas C. Hynes, individually and as Assessor of Cook Cook, Illinois, on:

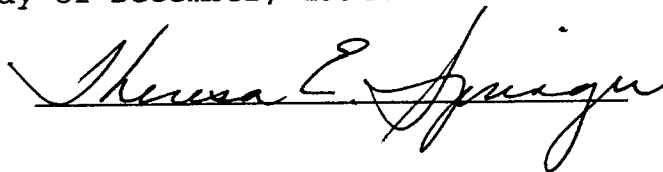
John M. O'Malley
State's Attorney
500 Richard J. Daley Center
Chicago, Illinois 60602

John J. Murphy
Assistant State's Attorney
500 Richard J. Daley Center
Chicago, Illinois 60602

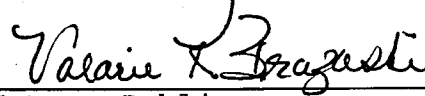
C. Richard Johnson
Schiff Hardin & Waite
7300 Sears Tower
Chicago, Illinois 60606

Kevin Forde
111 W. Washington St.
Suite 1100
Chicago, IL 60602

by depositing same in the United States mail, postage prepaid and properly addressed this 23 day of December, 1994.



Subscribed and sworn to before me
this 23 day of December, 1994.



Notary Public

SERVICE LIST

John M. O'Malley
State's Attorney
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