



OFFICE OF THE PRESIDENT
BOARD OF COMMISSIONERS OF COOK COUNTY

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TODD H. STROGER
PRESIDENT

EXECUTIVE ORDER 2008-1

WHEREAS, it is essential to the proper operation of Cook County government that public officials and employees be independent and impartial, that public office and employment not be used for personal gain, and that the public have full confidence in the fair and honest administration of government; and

WHEREAS, it is the best interests of Cook County employees as well as the citizens of Cook County to promote fair and lawful employment and to enforce policies that prohibit political consideration in the hiring of non-exempt government employees; and

WHEREAS, on May 5, 1972 and January 7, 1994, the United States District Court for the Northern District of Illinois ("District Court") entered Consent Judgments ("Judgments") with respect to, among others, Cook County and the Cook County Board of Commissioners, prohibiting the conditioning, basing or affecting any term or aspect of governmental employment upon or because of any political reason or factor; and

WHEREAS, those Judgments provided that the District Court retained jurisdiction with respect to, among other matters, issues of political hiring and the designation of a number of positions which should be exempt from the prohibitions established under the Judgments; and

WHEREAS, On November 29, 2006, the Board of Commissioners of Cook County agreed to the entry of a Supplemental Relief Order ("SRO"), thereafter, approved by the District Court at a hearing held on February 2, 2007; and

WHEREAS, on February 2, 2007, Judge Andersen of the District Court formerly appointed Julia Nowicki as the County's Compliance Administrator to oversee the hiring processes and procedures for positions under the jurisdiction of the Cook County Board President; and

WHEREAS, in accordance with the SRO, any class member who believed that she or he was a victim of unlawful political discrimination in connection with hiring or any aspect of government employment with Cook County, including but not limited to the hiring, promotion, termination, award of overtime, or other disciplinary action, prior to the date of final approval of the SRO had the opportunity to file a claim with the Compliance Administrator; and

WHEREAS, the Compliance Administrator has worked diligently to fulfill her duties and to evaluate complaints received regarding unlawful political discrimination; and



WHEREAS, the Compliance Administrator has completed the adjudication of complaints filed with her as a result of the SRO; and

WHEREAS, it is essential that employees or other class members who are in receipt of an award based upon the Compliance Administrator's findings be free from reprisal for their cooperation and not be retaliated against for the submission of a claim or receipt of an award; and

WHEREAS, any County employee or officer found to have retaliated against another employee or job applicant for either filing a claim with the Compliance Administrator or participating in the Compliance Administrator's investigatory process shall be subject to discipline, up to and including termination; and

WHEREAS, any County employee or officer found to have retaliated against another employee or job applicant for filing a claim or complaint of unlawful political discrimination with the Independent Inspector General, shall be subject to discipline, up to and including termination; and

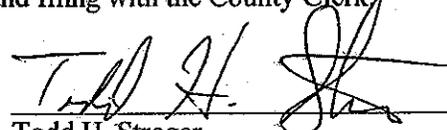
WHEREAS, while this Order also seeks to ensure that all County officers and employees continue to assist the Compliance Administrator and Independent Inspector General without fear of retaliation for their cooperation, the County of Cook remains committed to implementing practices and regulations to prevent unlawful political considerations to be used in connection with non-exempt County employment and will continue to encourage employees, officials and job applicants to report allegations of unlawful political discrimination to the Independent Inspector General.

NOW THEREFORE, by virtue of the authority vested in me by the Constitution of the State of Illinois, the laws of the State of Illinois, and the Ordinances of Cook County, I, Todd H. Stroger, President of the Cook County Board of Commissioners hereby orders, as follows:

1. No County officer or employee shall in any manner retaliate against, punish or penalize any other County officer, employee or job applicant for complaining to, cooperating with, or assisting the Compliance Administrator in an investigation conducted by her in the performance of her court-appointed duties.
2. No County officer or employee shall in any manner retaliate against, punish or penalize any other County officer, employee or prospective employee for receiving a notice of finding and/or award by the Compliance Administrator as a result of her adjudication of complaints of unlawful political discrimination.
3. Pursuant to Chapter 2, Article IV, Division 5 and Chapter 44, Article II, Section 44-56 of the Cook County Code of Ordinances, an employee of the County who has reason to believe unlawful political discrimination in connection with any aspect of government employment with the County has occurred or is occurring shall report this information to the Independent Inspector General's Office without undue delay.
4. No County officer or employee shall in any manner retaliate against, punish or penalize any other County officer, employee or job applicant for complaining to, cooperating with, or assisting the Independent Inspector General (IIG) in any investigation conducted by the IIG in the performance of the IIG's duties. Furthermore, any County employee who becomes aware of such retaliation is required to report such to the IIG without undue delay.
5. Any violation of this Executive Order shall be grounds for discipline, up to and including suspension or termination of employment.

6. Any County official or employee who knowingly submits a false report alleging retaliation may be disciplined, up to and including termination of employment.
7. For more information regarding unlawful political discrimination, prohibited practices and reporting requirements, please reference the Cook County Code of Ordinances, specifically Chapter 2, Article IV, Division 5 and Chapter 44, Article II, Section 44-56 at www.cookcountygov.com.
8. This Order shall take effect upon its execution and filing with the County Clerk.

Dated this 2nd day of September, 2008



Todd H. Stroger
President
Board of Commissioners
Cook County, Illinois

Received and filed September 2, 2008



David Orr, County Clerk