

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 defendants The County of Cook, Illinois , Richard J. Phelan, individually and as President of its Board of Commissioners, and the Forest Preserve District of Cook County, Illinois.

The purposes of this Judgment are to eliminate and exclude the conditioning, basing or affecting of employment with defendants The County of Cook, Illinois (under the jurisdiction of the President of its Board of Commissioners), and the Forest Preserve District of Cook County, Illinois, on or because of political reasons or factors and to carry out, implement and assure compliance with the consent judgments previously entered in this case as to the President of the Board of Commissioners of Cook County and the Forest Preserve District of Cook County.

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 "Consent Judgments" means the Judgments previously entered in this case as to the President on May 5, 1972, and as to the District on April 3, 1978 (nunc pro tunc July 28, 1972); (2) the term "County" means The County of Cook, Illinois; (3) the term "District" means the Forest Preserve District of Cook County, Illinois; (4) the term "Exempt Position" means a position for an Employee which is determined to be exempt from the provisions of Paragraphs D through M inclusive, of this Judgment, and from the provisions of Paragraphs D and E of the Consent Judgments, all as provided in Paragraph N of this Judgment; (5) the terms "Governmental Employee" and "Employee" mean a person employed in Governmental Employment; (6) 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 the County or the District or any other employment by or for any non-federal governmental officer or entity; (7) the term "President" means Richard J. Phelan and his successors as President of the Board of Commissioners of the County or as President of the District's Board, and any other officer of the County or the District who may succeed to the authority of the President of the Board of Commissioners or the President of the District's Board for the hiring or firing of Employees;

C) Persons Bound. The provisions of this Judgment apply to: (1) the County (with respect to jobs under the jurisdiction of the President); (2) the District; (3) Richard J. Phelan, individually and as President; (4) his successors as President; (5) the present and future officers, agents, servants and employees (with respect to jobs under the jurisdiction of the President), the District and the President, and others named or referred to in this Paragraph C; and (6) all others in active concert or participation with the County (with respect to jobs under the jurisdiction of the President), the District or the President, 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 County (with respect to jobs under the jurisdiction of the President), the District and the President 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 a Governmental Employee (other than for Exempt Positions), upon or because of any political reason or factor including, without limitation, any Employee 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 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 President shall, within 180 days from the date this Judgment becomes effective, cause to be filed with the Court, with copies to counsel for plaintiffs, Plans of Compliance for the County (with respect to jobs under the jurisdiction of the President) and for the District to implement this Judgment and the Consent Judgments. If the President shall file with the Court, with copies to counsel for plaintiffs within 180 days from the date this Judgment becomes effective, a report on the steps taken and the progress made towards preparation of the Plans of Compliance and stating that additional time is needed to complete the Plans, then the time in which to file the Plan shall be extended by 180 days, or as the Court may order. The Plans of Compliance shall set forth in detail a method or methods of hiring to be used for all Governmental Employment (other than Exempt Positions) with the County (with respect to jobs under the jurisdiction of the President) and with the District. Each such method of hiring shall establish criteria for hiring which shall establish on an objective basis that the method complies with

Paragraphs D and E of this Judgment. The method or methods of hiring set forth in each Plan of Compliance shall be within the discretion of the President, as long as the method or methods comply with the requirements of this Judgment. The Plans of Compliance shall also each provide for the instruction of persons having responsibility for discharge, hiring and other personnel decisions as to the requirements of the Consent Judgments, this Judgment and the Plan of Compliance. They shall each provide for the monitoring of compliance with the Consent Judgments, this Judgment and the Plan of Compliance and shall provide for the designation by defendants of Compliance Officers with responsibility for that compliance. If plaintiffs believe that a Plan of Compliance is not in compliance with this Judgment or is inadequate to ensure compliance with the Consent Judgments and this Judgment, they may apply to the Court for further orders to enforce compliance, including directing changes in the Plan of Compliance. Within 180 days after the date a Plan of Compliance is required to be filed under this Judgment, the President shall cause the respective Plans of Compliance, as so filed and as they may be so changed, to be implemented. A Plan of Compliance may make provisions for any one or more hiring methods or other compliance matters to be changed, consistent with this Judgment and the Consent Judgments, and shall provide for appropriate notice to be given the parties of any proposal to make those changes. Nothing in this Judgment prohibits a Plan of Compliance from containing separate provisions for different sets of positions, which the

President determines to be best governed by separate plan provisions. The implementation of this Judgment for certain professional and technical positions with the County is provided for in Paragraph G. Those positions shall not be required to be included in Plans of Compliance under this Paragraph F.

G) Professional and Technical Positions. ✓

1) The hiring for certain positions involving a high degree of professional or technical skill shall be governed by this Paragraph G. These positions shall not be subject to the provisions of Paragraph F (Plans of Compliance), the provisions of Paragraphs H and I setting forth the method by which notice of the availability of jobs shall be given or the provisions of Paragraphs M (Affidavits of Compliance) and Paragraph N (Annual Reports). These positions are subject to the remainder of this Judgment and the Consent Judgments.

2) The positions governed by this Paragraph G are those positions listed in Appendix A.

3) This Judgment shall be implemented with respect to positions governed by this Paragraph G as set forth in Appendix A.

H) Notices of Job Availability. The County (with respect to jobs under the jurisdiction of the President), the District and the President, 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 120 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. Applications for positions may be accepted on a continuous basis and where this is the case, the notice shall be first given at least 14 days before the last day an application may be considered for the first to be filled of the positions and shall remain posted while applications are being accepted for any such positions. 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 County (with respect to jobs under the jurisdiction of the President) or with the District. (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) with respect to jobs which are to be filled by promotions, and for which only current Employees of the County (with respect to jobs under the jurisdiction of the President) or of the District are eligible, notice need be given only to Employees who are eligible for the promotion.

In lieu of the manner set forth in this Paragraph H, 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 examina-

tions. During the period of ten years after this Judgment becomes effective, the method of giving notice shall be as provided by this Paragraph H, unless an alternative method is provided by a Plan of Compliance and approved by the Court. A Plan of Compliance may make reasonable provisions for hiring persons in exceptional, emergency situations without prior notice as provided in this Paragraph H. Any such provision shall contain rigorous limitations on the number of persons who may be so hired in a year. A 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. For positions governed by Paragraph G, the method of giving notice shall be governed by Appendix A and not this Paragraph H.

I) Notice of List of Jobs. The County (with respect to jobs under the jurisdiction of the President), and the District, shall each 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 H of this Judgment, stating where the list or lists are available for public inspection, and where copies may be obtained in person.

J) Notice to Employees. The County (with respect to jobs under the jurisdiction of the President) and the District shall each 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 R of this Judgment to each Governmental Employee of the District or of the County under the jurisdiction of the President.

K) Notice to Job Applicants. The County (with respect to jobs under the jurisdiction of the President), and the District are each directed, for a period of ten years following the date this Judgment becomes effective, to cause copies of the Notice referred to in Paragraph J 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.

L) Posting of Judgment. A copy of the Notice referred to in Paragraph J 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 County under the jurisdiction of the President or with the District, beginning not later than 30 days after the effectiveness of this Judgment. Copies of that Notice and this Judgment shall remain so posted for a period of ten years following the date this Judgment becomes effective. 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.

M) Affidavits of Compliance. The President 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 J of this Judgment by the County (with respect to jobs under his jurisdiction) and by the District. The President 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 by the County (with respect to jobs under his jurisdiction) and by the District during the quarter with Paragraphs H, I, K and L of this Judgment. Each affidavit for each quarter shall be filed within sixty days after the end of the quarter. The first quarter for which an affidavit shall be filed shall be the quarter following the quarter during which this Judgment is entered. Each quarterly affidavit shall list the names and positions of all persons hired for jobs with the County (with respect to jobs under the jurisdiction of the President) or with the District during the calendar quarter to which the affidavit relates. It shall describe any written allegation of a violation of the Consent Judgments, this Judgment or a 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 for Exempt Positions) or as to any other term or aspect of employment of any Employee (other than for an Exempt Position), which is made

entered 12/93

by any person reasonably known to persons having authority for hiring Employees 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 M shall require any person to make any inquiry as to any person's political affiliation.

N) Annual Reports. In each of the years 1995 through 2004, inclusive, the President shall cause to be filed verified reports (prior to April 1 of the year), with copies to all parties to this Judgment, detailing all steps taken in the preceding year by the County (with respect to jobs under the jurisdiction of the President) and the District to implement the Plan or Plans of Compliance referred to in Paragraph F of this Judgment and otherwise to comply with the Consent Judgments 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 Judgments, 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 by the President and reasonably acceptable to plaintiffs. The audit shall not cover positions governed by Paragraph G of this Judgment, unless otherwise ordered by the Court.

0) Exempt Positions.

1) The President may designate positions as Exempt Positions for up to 500 Employees with the President and 40 Employees with the District which meet the criteria of part (3) of this Paragraph 0. Members of boards and commissions appointed by the President, and administrative assistants to members of the County Board of Commissioners (up to 50 in total) who report to those members and not the President are also Exempt Positions.

2) The President shall file a list of positions which he proposes so to designate, with service on counsel for plaintiffs. The list shall be filed within 180 days of the date of this Judgment. The proposed designation shall become effective 30 days after the list is filed except it shall be effective as the Court may order for positions as to which objections to the designation are made by plaintiffs within the 30 days.

3) The criteria for positions to be Exempt Positions is that the job involves policy making to an extent or is confidential in such a way that political affiliation is an appropriate consideration for the effective performance of the job and that therefore hiring for or discharge from the job should be exempt from inquiry under this Judgment and the Consent Judgments. The designation of a position as an Exempt Position under this Paragraph 0 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.

4) After the initial designation by the President of Exempt Positions under part (2) of this Paragraph O, the President 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 designation of Exempt Positions, subject to the criterion set forth in part (3) of this Paragraph O, and so that the total number of Exempt Positions at no time exceeds the limits set forth in part (1) of this Paragraph O.

5) No person who, after the effectiveness of the initial designation of positions as Exempt Positions under part (2) of this Paragraph O, holds or is hired for a position which is not an Exempt Position, shall be discharged or otherwise disadvantaged or affected in their employment in that position for any political reason or factor, notwithstanding that the position has subsequently become an Exempt Position, unless the person consents in writing to the position becoming an Exempt Position.

6) The County (with respect to jobs under the jurisdiction of the President) and the District shall maintain at all times, and provide copies for employees, of updated lists of all Exempt Positions.

P) Consent Judgments. The Consent Judgments remain in full force and effect. This Judgment is in addition to the Consent Judgments, is issued pursuant to parts (1) and (2) of Paragraph H the Consent Judgments and implements and carries out the Consent Judgments.

Q) 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 O 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 Judgments or this Judgment, for the enforcement of compliance with the provisions contained in the Consent Judgments 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 any party, aggrieved employee, aggrieved former employee or aggrieved applicant for employment with the County (with respect for jobs under the jurisdiction of the President) or with the District. Prior written notice of all such applications and other matters in this action shall be given to the President, the District 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 N of this Judgment, which modifications shall be warranted by good cause and consistent with or necessary for the implementation of the Consent Judgments 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.

R) 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: _____, 1993.

1/7/94

APPENDIX A

IMPLEMENTATION PROVISIONS FOR
PROFESSIONAL AND TECHNICAL POSITIONS

Set forth as part of this Appendix A to the Judgment is a list of professional or technical positions under the jurisdiction of the President. Implementation of the Judgment with respect to these professional or technical positions shall be as provided in this Appendix A.

There shall be filed with the Court (with copies to counsel for plaintiffs) within 180 days of the date the Judgment becomes effective, a detailed description of the method or methods to be used for hiring positions governed by Paragraph G. This filing shall be the responsibility of the Chief of the Bureau of Human Resources. If there shall be filed by the Chief of that Bureau within 180 days from the date the Judgment becomes effective, a report on the steps taken towards preparation of such a filing and stating that additional time is needed to complete the filing, then the time in which to file shall be extended by 180 days, or as the Court may order. Each method of hiring shall set forth hiring criteria which establishes that the method shall comply with Paragraphs D and E of the Judgment. The filing shall also set forth a method by which prior public notice of an opportunity to apply for such positions shall be given. Notice of job availability shall be given and persons shall be hired in accordance with the methods so filed with the Court.

Any change in the method or methods of hiring (or method of giving notice of job availability) shall similarly be filed with the Court with copies to counsel prior to being implemented. If plaintiffs believe that a method of hiring or giving notice of job availability so set forth is not in compliance with this Appendix or is inadequate to ensure compliance with the Judgment, they may apply to the Court for further orders to enforce compliance, including directing changes in the method of hiring or giving notice.

There shall be filed with the Clerk of the District Court, with copies to counsel for plaintiffs, within 45 days of the date this Judgment becomes effective, an affidavit showing compliance with Paragraph J of the Judgment as to positions covered by this Appendix A. There shall be filed with the Clerk of the District Court, with copies to counsel for plaintiffs, within 60 days after the end of each year an affidavit detailing the compliance by the County and the District with applicable requirements of the Judgment and this Appendix A with respect to positions covered by this Appendix A. It shall describe any written allegations of a violation of the Consent Judgment or this Judgment

with respect to positions covered by this Appendix A, any response to the allegation and the status or disposition of the allegation and shall attach copies of any written sponsorship or recommendation of any application for such a position (or as to any other terms or aspects of employment) which is made by a person reasonably known to the affiant to be an elected public official or public party official, employee or agent, as well as copies of any writings which record or document such sponsorship or recommendation.

C:\TEXT\CRJ\10497\0041\JUDGMENT.CLN

Exhibit A

IMPORTANT NOTICE

TO: ALL EMPLOYEES OF COOK COUNTY, ILLINOIS (WITH RESPECT TO JOBS UNDER THE JURISDICTION OF THE PRESIDENT OF ITS BOARD OF COMMISSIONERS), AND THE FOREST PRESERVE DISTRICT OF COOK COUNTY, ILLINOIS, AND TO ALL APPLICANTS FOR THOSE JOBS

A Judgment entered January 7, 1994, 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, prohibits "conditioning, basing or affecting the hiring" of governmental employees (except certain Exempt Positions) upon or because of any political reason or factor. A copy of the 1994 Judgment is attached. Please read it carefully and abide by all its provisions. Key points of the 1994 Judgment are summarized below. Prior Judgments, described below, prohibiting political firings or other job decisions for persons once hired, remain in effect.

Prohibited Activity

The 1994 Judgment contains a permanent injunction which prohibits Cook County (with respect to jobs under the jurisdiction of the President of its Board of Commissioners), the Forest Preserve District of Cook County and the President of the County Board of Commissioners and of the Board of the Forest Preserve District 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 1994 Judgment is binding not only on the County, the District and the President, but also their agents and employees and to all others who receive notice of the 1994 Judgment and who are in active concert or participation with the County, the District or the President. Jobs under the jurisdiction of the President are all County jobs except those under the jurisdiction of other elected officials (such as the Sheriff, County Clerk, etc.).

Violations

VIOLATIONS OF THE 1994 JUDGMENT MAY CONSTITUTE CONTEMPT OF COURT AND MAY BE PUNISHABLE BY FINE OR IMPRISONMENT. The 1994 Judgment becomes effective upon its entry January 7, 1994. If you know of any violations of the 1994 Judgment or the Prior Judgments, you may report them to the County's or the District's Shakman

Compliance Officer, or to the plaintiffs in the case, c/o Michael L. Shakman, 208 South LaSalle Street, Chicago 60604.

Enforcement

Any party or aggrieved employee or applicant for employment is entitled to bring complaints concerning any violations of the 1994 Judgment before this United States District Court.

Any governmental employee or applicant seeking to bring an action for the violation of the 1994 Judgment or the Prior Judgments may be required to observe a 180-day statute of limitations, held applicable to actions in the case of Smith v. City of Chicago, 769 F.2d 408 (7th Cir. 1985).

Exempt Positions

The 1994 Judgment permits a limited number of positions to be determined to be exempt from the 1994 Judgment and from the Prior Judgments in this case. A list of exemptions may be obtained from the County's and the District's personnel departments.

Notices of Job Openings

The 1994 Judgment requires that notice be given as to the availability of governmental employment positions (other than Exempt Positions). For positions other than certain professional and technical positions (mainly relating to County hospitals and clinics), notice must be posted at each place where persons may apply for County jobs (under the jurisdiction of the President) or for jobs with the District. A list of all available job opportunities is similarly to be posted. Copies of notices and the list are to be available upon request free of charge. The existence and availability of such list is to be publicized semi-annually in a newspaper help wanted section.

For specified teaching and professional jobs, the method of giving notice may be obtained from the County's personnel department. No person may be hired for a non-exempt position, except in emergency situations, unless proper notice of the job has been given.

Prior Judgments

Previous consent Judgments entered in the case as to the President of the Board of Commissioners, among others, entered May 5, 1972, and as to the District, entered April 3, 1978, remain in effect. They prohibit 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

C:\TEXT\CRJ\10497\IMPORAN.NOT

ALPHABETICAL TITLE REPORT

<u>CODE</u>	<u>JOB TITLE</u>
1793	CHIEF RESIDENT
2110	DIETETIC INTERN
2066	PODIATRIST RESIDENT
1795	POST GRAD LEVEL PHYSICIAN II
1796	POST GRAD LEVEL PHYSICIAN III
1797	POST GRAD LEVEL PHYSICIAN IV
1798	POST GRAD LEVEL PHYSICIAN V
1799	POST GRAD LEVEL PHYSICIAN VI
1794	POST GRADUATE LEVEL PHYSICIAN I
1618	PSYCHOLOGY INTERN
1747	RESIDENT (FORENSIC PATHOLOGY)
1916	X-RAY TECHNICIAN EXTERN (TRAINING)
1741	ASSISTANT CHIEF MEDICAL EXAMINER
1931	ASSISTANT DIRECTOR OF PHYSICAL THERAPY
1743	ASSISTANT MEDICAL EXAMINER
2052	ASST. DIRECTOR OF OCCUPATIONAL THERAPY
1906	AUDIOLOGIST I
1907	AUDIOLOGIST II
1740	CHIEF MEDICAL EXAMINER
1938	CHIEF NURSE ANESTHETIST
1948	CLINICAL SPECIALIST
1935	DIRECTOR OF LANGUAGE SPEECH & HEARING
1926	DIRECTOR OF OCCUPATIONAL THERAPY I
1927	DIRECTOR OF OCCUPATIONAL THERAPY II
1932	DIRECTOR OF PHYSICAL THERAPY
2101	MEDICAL ADMINISTRATOR
1769	MEDICAL DEPARTMENT CHAIRMAN-ER
2092	MEDICAL DEPT ASSOCIATE CHAIRMAN-ANESTHESIOLOGY
1771	MEDICAL DEPT CHAIRMAN-ANESTHESIOLOGY
1802	MEDICAL DEPT CHAIRMAN-MATERIAL FETAL
1777	MEDICAL DEPT CHAIRMAN-PHYSIATRY REHAB
1778	MEDICAL DEPT CHAIRMAN-PSYCHIATRY
1805	MEDICAL DEPT CHAIRMAN-PSYCHIATRY
1779	MEDICAL DEPT CHAIRMAN-RADIOLOGY
1780	MEDICAL DEPT CHAIRMAN-SURGERY
1729	MEDICAL DIV CHAIRMAN-EMERGENCY MEDICINE
2176	MEDICAL DIVISION CHAIRMAN CARDIOLOGY
1792	MEDICAL DIVISION CHAIRMAN-ANESTHESIOLOGY
1784	MEDICAL DIVISION CHAIRMAN-MATERNAL FETAL
1786	MEDICAL DIVISION CHAIRMAN-PSYCHIATRY
1787	MEDICAL DIVISION CHAIRMAN-RADIOLOGY
1788	MEDICAL-DIVISION CHAIRMAN-SURGERY
1937	NURSE ANESTHETIST
1945	NURSE ASSOCIATE
1944	NURSE EPIDEMIOLOGIST
1947	NURSE MIDWIFE
1959	NURSE MIDWIFE SUPERVISOR
2041	OCCUPATIONAL THERAPIST I
2039	OCCUPATIONAL THERAPIST II

<u>CODE</u>	<u>JOB TITLE</u>
2068	PARAMEDIC
	PHYSICAL THERAPIST I
2035	PHYSICAL THERAPIST II
1928	PHYSICAL THERAPIST III
1930	PHYSICAL THERAPY SUPERVISOR
1750	PHYSICIAN BOARD CERTIFIED-MATERN FETAL
1754	PHYSICIAN BOARD CERTIFIED-RADIOLOGY
1755	PHYSICIAN BOARD CERTIFIED-SURGERY
1756	PHYSICIAN SENIOR-ANESTHESIOLOGY
1765	PHYSICIAN SENIOR-EMERGENCY MED.
1759	PHYSICIAN SENIOR-MATERNAL FETAL MED.
1762	PHYSICIAN SENIOR-RADIOLOGY
1763	PHYSICIAN SENIOR-SURGERY
2082	SUPERVISOR DIVISION OF NUCLEAR MEDICINE
1925	SUPERVISOR OF OCCUPATIONAL THERAPY
1819	UNIT DIRECTOR PSYCHIATRY
1726	ASSOCIATE MEDICAL DIRECTOR
1834	CHIEF OF RADIATION PHYSICS & DOSIMETRY
0591	CHIEF PSYCHIATRIST-JUVENILE COURT
2074	CHIEF RADIOLOGY TECHNICIAN
2080	CLINICAL INSTRUCTOR SCHOOL OF RADIOLOGY
2069	DIRECTOR OF EMT SERVICES
1776	DIRECTOR PSYCHIATRIC INSTITUTE
2083	DIRECTOR RADIOLOGICAL TECH TRAINING
1918	EMERGENCY MED TECH III (PARAMEDIC)
2063	EMERGENCY MEDICAL TECHNICIAN II
1919	EMERGENCY MEDICAL TECHNICIAN IV
2067	EMERGENCY MEDICAL TECHNICIAN V
2180	MED DIRECTOR-COMMUNITY MEDICAL CENTER
1781	MEDICAL DEPARTMENT ASSOCIATE CHAIRMAN
1804	MEDICAL DEPT CHAIRMAN-FAMILY PRACTICE
1773	MEDICAL DEPT CHAIRMAN-INTERNAL MEDICINE
1735	MEDICAL DEPT CHAIRMAN-PATHOLOGY
1775	MEDICAL DEPT CHAIRMAN-PEDIATRICS
1725	MEDICAL DIRECTOR I-CHIEF OF STAFF
1727	MEDICAL DIRECTOR II-CHIEF OF STAFF
1718	MEDICAL DIRECTOR/MEDICINE
1782	MEDICAL DIV CHAIRMAN-INTERNAL MEDICINE
1789	MEDICAL DIVISION CHAIRMAN-DENTISTRY
1790	MEDICAL DIVISION CHAIRMAN-FAMILY PRACTICE
1770	MEDICAL DIVISION CHAIRMAN-PATHOLOGY
1785	MEDICAL DIVISION CHAIRMAN-PEDIATRICS
1920	OCCUPATIONAL THERAPY ASST TECHNICIAN
1809	ORAL SURGEON II
1914	PHYSICAL THERAPY ASSISTANT TECHNICIAN
1746	PHYSICIAN BOARD CERTIFIED FAMILY PRAC.
1821	PHYSICIAN BOARD CERTIFIED PRIMARY CAP
1748	PHYSICIAN BOARD CERTIFIED-INTERN MED.
1749	PHYSICIAN BOARD CERTIFIED-PATHOLOGY
1751	PHYSICIAN BOARD CERTIFIED-PEDIATRICS
1752	PHYSICIAN BOARD CERTIFIED-PSYCHIATRY
1801	PHYSICIAN SENIOR-FAMILY PRACTICE

<u>CODE</u>	<u>JOB TITLE</u>
1757	PHYSICIAN SENIOR-INTERNAL MEDICINE
1758	PHYSICIAN SENIOR-PATHOLOGY
1760	PHYSICIAN SENIOR-PEDIATRICS
1761	PHYSICIAN SENIOR-PSYCHIATRY
2075	RADIOLOGIC TECHNICIAN JUNIOR
2077	RADIOLOGIC TECHNICIAN SENIOR
2141	SPECIAL PROCEDURES TECHNICIAN
2079	SUPERVISOR DIV OF THERAPEUTIC RADIOLOGY
2081	SUPERVISOR OF DIAGNOSTIC RADIOLOGY
1912	X-RAY TECHNICIAN I
1876	ASSISTANT DIRECTOR OF PHARMACY
1941	CLINICAL NURSE I
1942	CLINICAL NURSE II
1846	CLINICAL PHARMACIST
1849	CLINICAL PHARMACIST SUPERVISOR
1721	DIRECTOR OF NURSING SERVICE CMH
1870	DIRECTOR OF PHARMACY I
1874	DIRECTOR OF PHARMACY II
1970	DIRECTOR OF PUBLIC HEALTH NURSING
1957	DIVISIONAL NURSING DIRECTOR
1980	INSTRUCTOR
1981	INSTRUCTOR SENIOR (NURSE)
1965	LICENSED PRACTICAL NURSE I
1966	LICENSED PRACTICAL NURSE II
1982	MASTER INSTRUCTOR NURSE
1943	NURSE CLINICIAN
1950	NURSE COORDINATOR
1878	PHARMACIST
1882	PHARMACIST SUPERVISOR I
1883	PHARMACIST SUPERVISOR II
1877	PHARMACIST SUPERVISOR III
1816	PHYSICIAN ASSISTANT I
1817	PHYSICIAN ASSISTANT II
1731	PHYSICIAN-ANESTHESIOLOGY
1764	PHYSICIAN-EMERGENCY MEDICINE
1736	PHYSICIAN-MATERNAL FETAL MEDICINE
1739	PHYSICIAN-RADIOLOGY
1742	PHYSICIAN-SURGERY
1971	PUBLIC HEALTH NURSE I
1972	PUBLIC HEALTH NURSE II
1973	PUBLIC HEALTH NURSE III
1974	PUBLIC HEALTH NURSE IV
	PUBLIC HEALTH PHYSICIAN I
2021	PUBLIC HEALTH PHYSICIAN II
2004	PUBLIC HEALTH PHYSICIAN III
1856	RADIATION PHYSICIST
1951	REGISTERED NURSE I
	REGISTERED NURSE II
1953	REGISTERED NURSE III
1954	TOUR SUPERVISOR
0808	ASSISTANT DIRECTOR OF IN-SERVICE TRAINING
1527	ASSISTANT DIRECTOR OF MEDICAL SOCIALSV

<u>CODE</u>	<u>JOB TITLE</u>
1958	ASSISTANT DIRECTOR OF NURSING & PATIENT
1956	ASSISTANT DIVISIONAL NURSING DIRECTOR
1723	ASSOCIATE ADMINISTRATOR OF NURSING SVC
1722	ASSOCIATE DIRECTOR OF NURSING SERVICE
2097	C A T TECHNOLOGIST
2015	CHIEF OF DENTAL SERVICES
2019	CHIEF PSYCHOLOGIST-CERMAK
1605	CLINICAL PSYCHOLOGIST I
1606	CLINICAL PSYCHOLOGIST II
1607	CLINICAL PSYCHOLOGIST III
1810	CLINICAL VETERINARIAN
2094	DENTAL HYGIENIST
1836	DENTIST I
1837	DENTIST II
2169	DIRECTOR OF AMBULATORY SERVICES
0807	DIRECTOR OF IN-SERVICE (NURSING)
1767	DIRECTOR OF MEDICAL SERVICES
1529	DIRECTOR OF MEDICAL SOCIAL SERVICE I
1528	DIRECTOR OF MEDICAL SOCIAL SERVICE II
1917	EMERGENCY MED TECH I (AMBULANCE)
2236	HOSPITAL ARCHITECT
1522	MEDICAL SOCIAL WORKER I
1523	MEDICAL SOCIAL WORKER II
1524	MEDICAL SOCIAL WORKER III
1525	MEDICAL SOCIAL WORKER IV
1526	MEDICAL SOCIAL WORKER V
2061	OPTOMETRIST
1744	ORAL SURGEON I
1803	PHYSICIAN (GENERAL)
1818	PHYSICIAN (PSYCHIATRY)
1732	PHYSICIAN-FAMILY PRACTICE
1824	PHYSICIAN-FAMILY PRACTICE (AS REQUIRED-NOTTO)
1734	PHYSICIAN-INTERNAL MEDICINE
1728	PHYSICIAN-PATHOLOGY
1737	PHYSICIAN-PEDIATRICS
1738	PHYSICIAN-PSYCHIATRY
1715	PODIATRIST
2213	PROJECT ENGINEER
1613	PSYCHOLOGIST III
2028	SANITARIAN II
2031	SANITARIAN III
2033	SANITARIAN IV
2034	SANITARIAN V
2228	SANITARY ENGINEER II
2230	SANITARY ENGINEER III
2231	SANITARY ENGINEER IV
2232	SANITARY ENGINEER V
1939	SPEECH PATHOLOGIST I
1940	SPEECH PATHOLOGIST II
1547	SUBSTANCE ABUSE COUNSELOR II
1548	SUBSTANCE ABUSE COUNSELOR III
1690	TUMOR REGISTRY SUPERVISOR

<u>CODE</u>	<u>JOB TITLE</u>
2009	MEDICAL RECORDS SUPERVISOR II
2011	MEDICAL RECORDS TECHNICIAN SENIOR
2076	NUCLEAR MEDICINE TECHNICIAN JUNIOR
2078	NUCLEAR MEDICINE TECHNICIAN SENIOR
2006	ASSISTANT DIRECTOR MEDICAL RECORDS
2005	ASSOCIATE DIRECTOR OF MEDICAL RECORDS
1929	ASST. DIRECTOR OF RESPIRATORY THERAPY
2137	DIETICIAN II
2138	DIETICIAN III
2139	DIETICIAN IV
2140	DIETICIAN V
2105	DIRECTOR OF DIETARY
1986	DIRECTOR OF RESPIRATORY THERAPY
2036	RESPIRATORY THERAPIST
1985	RESPIRATORY THERAPY SUPERVISOR
2056	ACTIVITY THERAPIST I
2057	ACTIVITY THERAPIST II
2058	DIRECTOR OF ACTIVITY THERAPY
2013	DIRECTOR OF MEDICAL RECORDS LIBRARY I
2012	DIRECTOR OF MEDICAL RECORDS LIBRARY II
2014	DIRECTOR OF MEDICAL RECORDS LIBRARY-CERMAK
1709	DIRECTOR REHABILITATION SERVICES
1840	MEDICAL LABORATORY TECHNICIAN I
1911	ANESTHESIA TECHNICIAN
1838	ANESTHESIA TECHNICIAN SUPERVISOR
1869	ELECTRON MICROSCOPIST
2065	ORTHOPEDIC TECHNICIAN
1873	ORTHOPEDIC TECHNICIAN SUPERVISOR
1865	SCIENTIFIC DIVISION CHAIRMAN
1859	TOXICOLOGIST IV
1871	TOXICOLOGIST V
1724	ASSISTANT DIRECTOR OF QUALITY ASSURANCE
1851	BIOCHEMIST I
1852	BIOCHEMIST II
1853	BIOCHEMIST III
1854	BIOCHEMIST IV
1855	BIOCHEMIST V
1848	BLOOD BANK SUPERVISOR
1847	BLOOD PRESERVATION LAB SUPERVISOR
2087	CARDIO TECHNOLOGY SUPERVISOR
1963	DENTAL ASSISTANT
1910	DENTAL TECHNICIAN
2095	DENTAL TECHNICIAN II
2135	DIETARY TECHNICIAN
2136	DIETITIAN I
1867	DIRECTOR OF CLINICAL LABORATORY
1989	DIRECTOR OF QUALITY ASSURANCE
1707	DIRECTOR OF QUALITY ASSURANCE
1686	DIRECTOR OF QUALITY ASSURANCE - CCH
1508	EMPLOYEE ASSISTANCE COORDINATOR
1509	EMPLOYEE ASSISTANCE COUNSELOR
2120	EPIDEMIOLOGIST I

<u>CODE</u>	<u>JOB TITLE</u>
2119	EPIDEMIOLOGIST II
2117	EPIDEMIOLOGIST III
2114	EPIDEMIOLOGIST IV
2072	GENETIC COUNSELOR
1886	HEMATOLOGY TECHNICIAN I
1887	HEMATOLOGY TECHNICIAN II
1888	HEMATOLOGY TECHNICIAN III
1901	IMMUNOLOGY TECHNICIAN I
1902	IMMUNOLOGY TECHNICIAN II
1903	IMMUNOLOGY TECHNICIAN III
0843	LIBRARIAN III
0844	LIBRARIAN IV
1841	MEDICAL LABORATORY TECHNICIAN II
1842	MEDICAL LABORATORY TECHNICIAN III
1843	MEDICAL TECHNOLOGIST I
1844	MEDICAL TECHNOLOGIST II
1845	MEDICAL TECHNOLOGIST III
1861	MICROBIOLOGIST I
1862	MICROBIOLOGIST II
1863	MICROBIOLOGIST III
1864	MICROBIOLOGIST IV
2112	NUTRITIONIST I
2113	NUTRITIONIST II
1611	PSYCHOLOGIST I
1612	PSYCHOLOGIST II
1614	PSYCHOLOGIST IV
1615	PSYCHOLOGIST V
2022	PUBLIC HEALTH EDUCATOR I
2023	PUBLIC HEALTH EDUCATOR II
2024	PUBLIC HEALTH EDUCATOR III
2044	PUBLIC HEALTH EDUCATOR IV
2037	RESPIRATORY THERAPY TECHNICIAN
2027	SANITARIAN I
1860	SCIENTIFIC OFFICER I
1866	SCIENTIFIC OFFICER II
1546	SUBSTANCE ABUSE COUNSELOR I
1868	TECHNICAL MANAGER
1857	TOXICOLOGIST I
1839	TOXICOLOGIST II
1858	TOXICOLOGIST III
2098	ULTRASOUND TECHNICIAN
2531	STUDENT FORESTER
999	FISH BIOLOGIST II
2241	LANDSCAPE ARCHITECT IV
2238	LANDSCAPE ARCHITECT I
2240	LANDSCAPE ARCHITECT II
2242	LANDSCAPE ARCHITECT III
2539	GAME BIOLOGIST I
2538	GAME BIOLOGIST II
2543	NATURALIST II
2544	NATURALIST III

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

MICHAEL L. SHAKMAN, ET AL.,)	
)	
Plaintiffs,)	No. 69 C 2145
)	
v.)	Hon. Ann Claire Williams
)	
THE DEMOCRATIC ORGANIZATION)	
OF COOK COUNTY, ET AL.,)	
)	
Defendants.)	

ORDER

This case comes to be heard on the filing of an Agreement, Consent and Motion of plaintiffs and defendants Richard J. Phelan, individually and as President of the Board of Commissioners of Cook County, Illinois, and the Forest Preserve District of Cook County, Illinois, for approval of a proposed settlement of the claims of this case with regard to those defendants. The Court orders as follows:

1. Plaintiffs have moved for leave to file a Supplement to the First Amended Complaint to add Independent Voters of Illinois - Independent Precinct Organization as an additional plaintiff with respect to political hiring claims. Defendants named above have consented to that motion solely as to them. The motion as to them is granted.

2. The settlement of the remaining issues in this case as provided in a proposed consent Judgment is preliminarily approved, subject to the holding of a hearing on the settlement as provided by this Order.

3. A hearing shall be held at 10:00 a.m. on 1/7, 1994, before this Court, for the purpose of determining whether the Court should approve the proposed settlement and enter the proposed Judgment, all as set forth in the attached form of Notice of Hearing. The Notice is approved. The Notice and the manner of giving the Notice set forth in Paragraph 4 of this Order comply with the requirements of Rule 23 of the Federal Rules of Civil Procedure.

4. Prior to 12/25, 1993, the Notice shall be published on one day in the Chicago Tribune, a newspaper which has a circulation through the Northern District of Illinois in excess of 750,000. An affidavit showing that the Notice has been given

shall be filed with the Court no later than the date of the hearing provided for in Paragraph 3.

The Court expressly finds that extensive and substantial newspaper, television and radio publicity has been given to this case.

5. The defendants covered by the Judgment shall bear all costs of publishing the Notice.

DATED: 12/10, 1993

ENTER:

United States District Judge

C:\TEXT\CRJ\10497\0025\ORDER

NOTICE OF HEARING
ON PROPOSED HIRING AND EXEMPTIONS CONSENT JUDGMENT
IN SHAKMAN CASE WITH RESPECT TO DEFENDANTS
PRESIDENT OF THE BOARD OF COMMISSIONERS
AND THE FOREST PRESERVE DISTRICT OF COOK COUNTY

TO: ALL INDEPENDENT CANDIDATES AND VOTERS OF COOK COUNTY, ILLINOIS

On May 5, 1972, and April 3, 1978, the United States District Court for the Northern District of Illinois entered in the case of Shakman v. Democratic Organization of Cook County, No. 69 C 2145, consent Judgments with respect to, among others, the President of the Board of Commissioners of Cook County, Illinois, and the Forest Preserve District of Cook County, Illinois, prohibiting the conditioning, basing or affecting any term of aspect of governmental employment (with respect to persons once hired) upon or because of any political reason or factor. Those Judgments retained jurisdiction with respect to, among other matters, issues of political hiring and as to which positions should be exempt from its injunctive provisions.

The case has been brought by various named plaintiffs in the case, including Michael L. Shakman, on behalf of themselves and has also been brought on behalf of the classes to whom this Notice is addressed as set forth above, as approved by the Court.

Plaintiffs and defendants Richard J. Phelan, individually and as President of the Board of Commissioners of Cook County, Illinois, and the Forest Preserve District of Cook County, Illinois have filed with the Court an agreement to settle the remaining claims in the case as to them by the entry of a further consent Judgment. That Judgment would continue and expand the injunctive provisions of the earlier Judgment, would add various reporting, monitoring and enforcement provisions and would provide for designation of up to 500 positions under the jurisdiction of the President of the Board of Commissioners and up to 40 positions with the Forest Preserve District as exempt from the provisions of the Judgment and the prior judgments.

Copies of the Agreement, and of the Judgment referred to above, are available for public examination at the office of C. Richard Johnson, counsel for plaintiffs, 7300 Sears Tower, Chicago, Illinois 60606 and the office of Jack O'Malley, State's Attorney for Cook County, counsel for defendant, Room 500 Daley Center, Chicago, Illinois, 60602.

Under an order of the Court, a hearing will be held in Room _____ of the United States Courthouse, 219 South Dearborn Street, Chicago, Illinois, at _____ a.m. on _____, 199__, for determining whether the court should approve the Judgment and the

exemptions provided for in it. Any member of the plaintiff classes may appear at the hearing and be heard with respect to that issue, but only if they shall first have filed a written objection with the Court prior to 3:00 p.m. on _____, 199__, showing receipt of copies of the statement by Mr. Johnson, counsel for plaintiffs, and _____, Assistant State's Attorney for Cook County, 500 Daley Center, Chicago, Illinois 60602. The objection must state its substance, the nature of the objector's interest in the case and the name and address of the objector.

Dated: Chicago, Illinois.
_____, 1993.

Ann Claire Williams
United States District Judge

C:\TEXT\CRJ\10497\0025\HEARING.NOT