

**PROPOSED AMENDMENT TO CHAPTER 44 HUMAN RESOURCES,
ARTICLE II PERSONNEL POLICIES,
OF THE COOK COUNTY CODE OF ORDINANCES**

ITEM #5

Transmitting a communication, dated November 27, 2006 from

BOBBIE L. STEELE, President, Cook County Board of Commissioners

It is respectfully requested that the Cook County Board of Commissioners amend Chapter 44, Article II of the Cook County Code of Ordinance to prohibit political discrimination in the hiring, promotion, discharge, award of overtime and transfer of employees in non-exempt Cook County positions under the Office of the President.

Approval is requested.

Submitting a Proposed Ordinance Amendment sponsored by

BOBBIE L. STEELE, PRESIDENT and LARRY SUFFREDIN, County Commissioners

PROPOSED ORDINANCE AMENDMENT

**AN AMENDMENT TO
CHAPTER 44, HUMAN RESOURCES
ARTICLE II, PERSONNEL POLICIES**

WHEREAS, it is essential to the proper operation of representative 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 a policy that prohibits political consideration, affiliation and contribution in the hiring of non-exempt government employees.

NOW, THEREFORE, BE IT ORDAINED, by the Cook County Board of Commissioners that Chapter 44, Article II, of the Cook County Code of Ordinances be amended to add the following sections:

Sec. 44-55. Political discrimination in all aspects of Cook County employment, including the hiring, promotion, discharge, award of overtime and transfer of employees in non-exempt Cook County positions under the Office of the President shall be strictly prohibited. "Non exempt" positions shall have the meaning as defined under applicable state and federal law, and shall include all Cook County jobs under the Office of the President except those jobs that involve policy making or require confidentiality to an extent that political affiliation is an appropriate consideration for the effective performance of the job.

1. With respect to all non-exempt Cook County positions that fall under the control of the President, Cook County exempt and non-exempt employees under the jurisdiction of the President shall be strictly prohibited from:
 - a. Directly or indirectly influencing any aspect of employment, including the hiring, promotion, transfer or discharge of an employee or employment applicant on the basis of political considerations whether based on political affiliation, political campaign contributions and/or political support. Nothing in this section shall prohibit an elected or appointed public official from recommending individuals where they have knowledge as to relevant qualifications for a position.
 - b. Directly or indirectly influencing the issuance of overtime on the basis of political considerations whether based on political affiliation, political campaign contributions and/or political support.

**PROPOSED AMENDMENT TO CHAPTER 44 HUMAN RESOURCES,
ARTICLE II PERSONNEL POLICIES,
OF THE COOK COUNTY CODE OF ORDINANCES continued**

ITEM #5 cont'd

2. Complaints alleging political discrimination as a result of political consideration in any aspect of Cook County employment, including the hiring, promotion, discharge, issuance of overtime or transfer of employees in non-exempt positions or employment applicants seeking a non-exempt position shall be made to the Cook County Inspector General. The Inspector General shall be responsible for conducting or directing the investigation of the complaint.
3. It shall be the duty of every County employee who learns of any unlawful political discrimination in connection with any aspect of government employment with the County, or who believes that such unlawful political discrimination has occurred or is occurring to report this information to the Cook County Inspector General's Office ("IGO") without undue delay.
4. Any person who willfully violates Paragraphs 1 and/or 3 of this section may be subject to discipline up to and including discharge.

This Amended Ordinance shall be effective January 1, 2007.