



**OFFICE OF THE MAYOR
CITY OF CHICAGO**

RICHARD M. DALEY
MAYOR

Executive Order No. 2005-3

WHEREAS, The people of the City of Chicago are entitled to have absolute faith in the integrity of their government and it is crucial that City employees have the trust, respect and confidence of the citizenry; and

WHEREAS, In order to promote public confidence in government, it is necessary that public officials and employees adhere to the highest standards; and

WHEREAS, It is essential that the public have trust that hiring and promotion decisions by the City of Chicago are made on merit, with no consideration of inappropriate political considerations; and

WHEREAS, A longstanding consent decree entered into in 1983, the Shakman Decree, forbids politics from influencing most City personnel decisions; and

WHEREAS, In August of 2005, Judge Andersen of the United States District Court for the Northern District of Illinois appointed Noelle C. Brennan as a special monitor (the "Monitor") to oversee hiring by the City of Chicago and to ensure that the dictates of the Shakman Decree are being fully complied with; and

WHEREAS, It is essential that the Monitor be able to carry out her work in the most effective manner possible, and with the full support and cooperation of all City officers and employees; and

WHEREAS, This Order clarifies and builds upon a letter the Mayor sent to all City Department Heads on August 16, 2005, emphasizing the importance and seriousness of this duty to support and cooperate with the Monitor; and

WHEREAS, This Order also seeks to ensure that all City officers and employees can assist the Monitor wholeheartedly and with no fear of reprisal for their cooperation; now, therefore,

I, RICHARD M. DALEY, Mayor of the City of Chicago, do hereby order as follows:

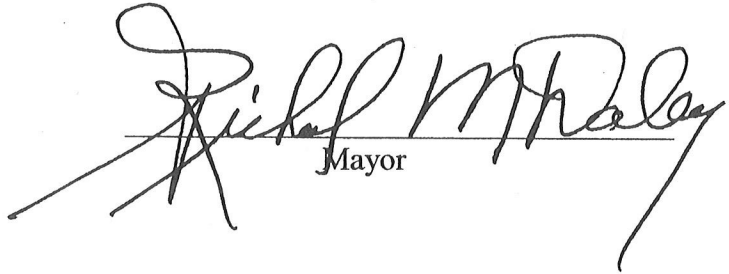
1. No City officer or employee shall in any manner retaliate against, punish or penalize any other City officer or employee for complaining to, cooperating with, or assisting the

Monitor in an investigation, proceeding or hearing conducted by her in the performance of her court-appointed duties.

2. Any suspected violation of Paragraph 1 of this Order shall be reported to the Inspector General. Such a report may be made through the City's Whistle Blower Hotline.

3. A violation of Paragraph 1 of this Order found by the Inspector General shall be grounds for suspension or termination of the violator.

4. This Order shall take effect upon its execution and filing with the City Clerk.



Mayor

Dated: September 27, 2005

Received and filed September 27, 2005



City Clerk