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RAHM EMANUEL  
MAYOR

**Executive Order No. 2011-6**

WHEREAS, it is vital to an effective and responsive government that the public trust its hiring and promotion, and any other employment decisions; and

WHEREAS, it is the policy of the City of Chicago to comply with all local, state and federal laws that protect the equal employment rights of applicants for employment and incumbent employees with the City of Chicago; and

WHEREAS, the First Amendment to the Constitution of the United States and the policies of the City of Chicago specifically protect applicants for positions in the City of Chicago from discrimination on the basis of political association; and

WHEREAS, the City of Chicago's hiring, promotion, and any other employment decisions must be made based on merit or another selection process that is free from influence from political reasons or factors; and

WHEREAS, in August of 2005, Judge Wayne R. Andersen of the United States District Court for the Northern District of Illinois ("Federal Court") appointed Noelle C. Brennan as the monitor to oversee the City of Chicago's hiring processes and procedures and the Court in 2007 approved an Agreed Settlement and Accord between the parties in that litigation; and

WHEREAS, the monitor has worked diligently to fulfill her duties and has worked with the City of Chicago to change and update the City of Chicago's hiring processes and procedures; and

WHEREAS, the Inspector General also has worked diligently to fulfill his duties under the Settlement and Accord in assisting in the updating of the City's hiring processes and procedures; and

WHEREAS, the City and Mayor Rahm Emanuel are committed to the principles of a non-political hiring system; now, therefore,

I, RAHM EMANUEL, Mayor of the City of Chicago, do hereby order as follows:

**1. Goal**

This Executive Order seeks to ensure that the City of Chicago's hiring, promotion, and any other employment decisions are free of influence from political reasons or factors, except in those limited circumstances where such influence is appropriate and lawful; i.e., for positions on the Exempt List.

**2. Prohibited Conduct**

The City and those acting with it are prohibited from:

Conditioning, basing or knowingly prejudicing or affecting any term or aspect of government employment (other than for exempt positions) or offering employment (whether to a prospective or current City employee) based upon or because of any political reason or factor, including, without limitation, any individual's political affiliation, political support or activity, political financial contributions, promises of such political support, activity or financial contributions, or such individual's political sponsorship or recommendation; or assisting any other individual in engaging in any of the above-described conduct.

Nothing in this Executive Order or in any other document defining the City's hiring process shall limit the right of any citizen, including elected officials, to make recommendations not based on political reasons or factors to personnel involved in making employment decisions on behalf of the City.

The above prohibitions do not apply to employment decisions concerning "Exempt Employees" which positions are listed at [www.cityofchicago.org](http://www.cityofchicago.org) and are posted in Room 1100 of City Hall.

The impermissible political reasons or factors include:

- (a) Recommendations for hiring, promotion or other employment terms for specific persons from public office holders or political party officials that are not based on personal knowledge of the person's work skills, work experience or other job-related qualifications.
- (b) The fact that the person worked in a political campaign or belongs to a political organization or political party. Or the fact that the person chose not to work in a political campaign or to belong to a political organization or a political party.
- (c) The fact that the person contributed money, raised money or provided something else of value to a candidate for public office or a political organization. Or the fact that the person chose not to contribute or raise money for a candidate for public office or a political organization.
- (d) The fact that the person is a Democrat or a Republican or a member of any other political party or group. Or the fact that the applicant is not a member.

- (e) The fact that the person expressed views or beliefs on political matters such as what candidates or elected officials he or she favored or opposed, what public policy issue he or she favored or opposed, or what views on government actions or failures to act he or she expressed.

The foregoing represents the policy of the City of Chicago. All City personnel involved in the hiring, promotion, or supervision of city employees are required to understand and are expected to apply the foregoing rules and principles.

**3. Reporting Obligation/No Retaliation**

Any employee of the City who learns of an allegation of unlawful political discrimination in connection with any aspect of government employment with the City, or who believes that such unlawful political discrimination has occurred or is occurring, shall report this information to the Inspector General's Office directly and without undue delay.

City employees and officials shall not retaliate against, punish, or penalize any job applicant, City employee or City official for making complaints, public disclosures, or reports about any alleged violation of the above prohibitions in this Executive Order.

City employees and officials shall not retaliate against, punish, or penalize any job applicant, City employee or City official for cooperating with or assisting the monitor, the Inspector General, or law enforcement authorities investigating any alleged violation of the above prohibitions in this Executive Order.

**4. Violations**

Any violation of this Executive Order shall be grounds for discipline, up to and including suspension or termination.

**5. Pledge**

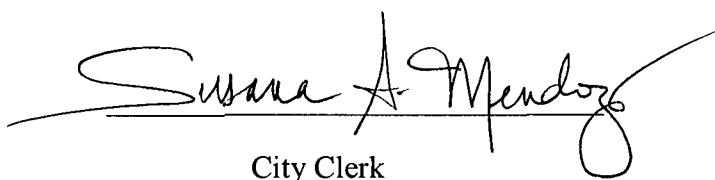
This Executive Order formally notifies City employees and officials and members of the general public that the City of Chicago is committed to effecting the long-term prevention of the use of political considerations in connection with non-exempt City employment and to fully cooperating with the monitor and members of her staff and the Inspector General in changing, updating, and enforcing the City of Chicago's employment processes and procedures.

6. Effective Date

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

  
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Mayor

Received and filed May 16, 2011.

  
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City Clerk