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Compliance Administrator**

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Shakman Compliance Administrator Releases Fourth Report

Today, Julia Nowicki, Cook County Compliance Administrator, released her *Fourth Report to the Court*. Nowicki was appointed to oversee Cook County's hiring practices and to enforce the Shakman decree by the federal district court, Honorable Wayne R. Andersen. The November 28, 2006 appointment is the latest landmark development in the 38-year-old lawsuit, originally brought by Attorney Michael Shakman in 1969, to protest and eliminate patronage hiring in Cook County.

This report summarizes the work of her office since her last filing in February of this year. It provides an analysis of the claims investigations and adjudications, which resulted in awards of \$2.9 million to County employees who were victims of illegal patronage.

Going forward, the report provides the County with concrete actions that it can take to eradicate patronage practices and move closer to its goal of substantial compliance, the overarching legal requirement of the Supplemental Relief Order (SRO), issued by Judge Andersen. Key recommendations made by Nowicki are:

1. Organize the Human Resources Bureau to assure it operates in an efficient and business-like manner;
2. Provide appropriate training for bureau employees that will enable them to perform work commensurate with their positions and pay;
3. Fill key vacant positions of responsibility within the HR Bureau;
4. Hold all HR bureau employees accountable for performing their jobs;
5. Reorganization of the Health and Hospital Services with an independent Human Resources;

6. Review information provided by the CA to determine whether historical unlawful patronage practices currently exist;
7. If the County finds that any such practices exist, act in good faith to prevent a recurrence;
8. Act in good faith to remedy instances of current unlawful patronage practices that have been and will be identified and act in good faith to prevent a recurrence;
9. Devise a comprehensive training program regarding lawful and unlawful patronage practices
10. Create and provide job descriptions for Shakman-exempt positions.

Nowicki notes that a significant change has taken place since her appointment nearly two years ago. In October, Cook County Board President Todd Stroger appointed Joseph Sova as the new HR Bureau Chief. Nowicki applauds President Stroger for his efforts which led to the appointment of Sova, who formerly worked for the private sector and has no apparent ties to Cook County government. Nowicki says, "This appointment is a sign of a new direction. Let's see what happens."

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