



City of Chicago



R2014-447

Office of the City Clerk

Document Tracking Sheet

Meeting Date:

6/25/2014

Sponsor(s):

O'Connor (40)
Laurino (39)
Burke (14)
Burns (4)
Fioretti (2)
Cardenas (12)
Colón (35)
Dowell (3)
Pope (10)
O'Shea (19)
Cullerton (38)
Chandler (24)
Ervin (28)
Zalewski (23)
O'Connor (41)
Pawar (47)
Arena (45)
Cappleman (46)
Quinn (13)
Reilly (42)
Foulkes (15)
Harris (8)
Holmes (7)
Mitts (37)
Lane (18)
Moreno (1)
Reboyas (30)
Graham (29)
Mell (33)
Hairston (5)
Suarez (31)
Maldonado (26)
Munoz (22)
Sawyer (6)
Cochran (20)
Tunney (44)
Smith (43)
Silverstein (50)
Osterman (48)
Balcer (11)
Thompson (16)
Burnett (27)

Type:	Sposato (36) Resolution
Title:	Call on Commissioner of Human Resources to refrain from hiring former city employees whose names appear on Ineligible for Rehire List
Committee(s) Assignment:	Committee on Workforce Development and Audit

City Council
June 25, 2014

RESOLUTION

WHEREAS, at various times the City's Inspector General has recommended, in a report concluding an investigation, that one or more employees who are subject of the investigation be discharged from city employment and that they be declared ineligible for future employment by the City; and

WHEREAS, in most cases the executive departments of the City government have acquiesced in the Inspector General's recommendation of permanent disqualification from future city employment; and

WHEREAS, this acquiescence has led to the development of a so-called "Ineligible for Rehire List" of names of former City employees in three categories: employees whose employment was terminated for disciplinary reasons; employees who resigned rather than have a discharge from employment on their work record, and employees who resigned while under investigation, and whom the Inspector General or other investigating authority determined to be guilty of an offense deserving discharge; and

WHEREAS, In 1972, the federal District Court for the Northern District of Illinois entered the "Shakman decree," subjecting the City to a complex and evolving regime of legal requirements aimed at abating what the court perceived as serious systemic problems with municipal hiring; and

WHEREAS, Recognizing the City's diligent and sustained efforts to reform its policies and practices, on Monday, June 16, 2014, the federal court entered an order declaring substantial Shakman compliance and formally releasing the City from the 42-year-old decree; and

WHEREAS, the Shakman decree applied only to the executive branch of City government, not to the legislature; and

WHEREAS, in June of 2014 the City Council was first given a copy of the existing Ineligible for Rehire List and Memorandum from 2011 explaining the criteria for appearing on the list; and

WHEREAS, the City Council believes it is in the best interest of the public and the Council to refrain from hiring persons whose names appear on the List during the period of their ineligibility; and

WHEREAS, on the current Ineligible for Rehire List, disqualification from eligibility for being rehired falls into two categories: disqualification for one year, and disqualification in perpetuity; and

WHEREAS, the policy or policies underlying the current Ineligible for Rehire List, and standards for modification of the list, have never been codified or legislatively authorized; and

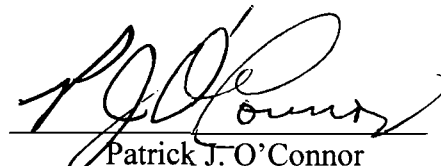

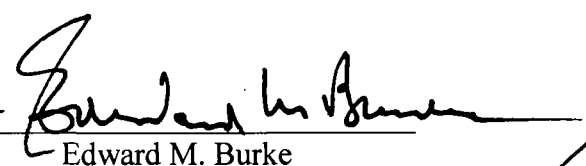
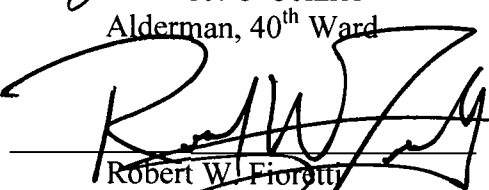
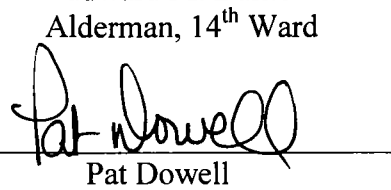
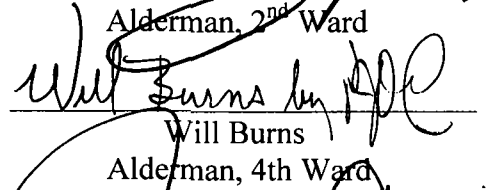
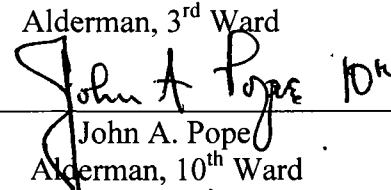
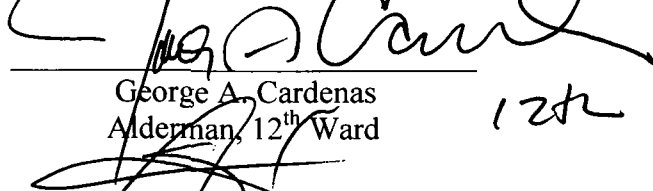
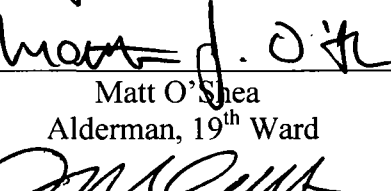
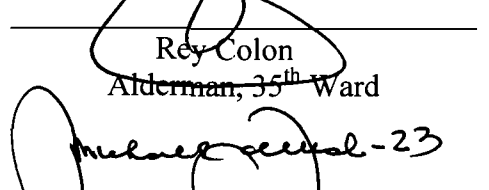
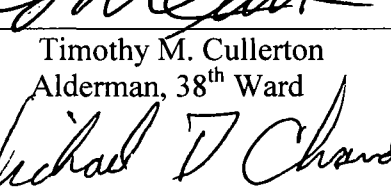


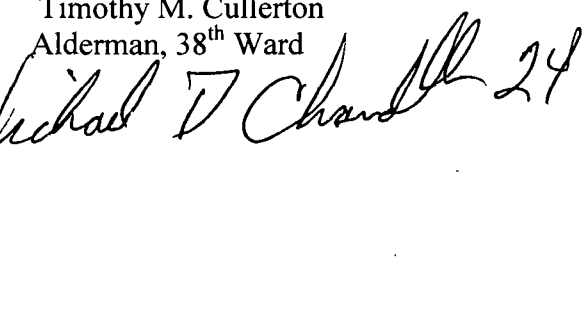
WHEREAS, the City Council desires to promote confidence in the hiring decisions of its members; now, therefore

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CHICAGO, that from and after the adoption of this Resolution, the City Council of the City of Chicago and its members will refrain from hiring, during the period of their disqualification, those former City employees whose names appear on or whose names may be added to the so-called Ineligible for Rehire List maintained by the Department of Human Resources; and

BE IT FURTHER RESOLVED, that the Commissioner of Human Resources shall provide to the City Council a true and accurate copy of the Ineligible for Rehire List as it exists on the date of adoption of this Resolution, and shall provide true and accurate copies of updated Lists to the Committee on Workforce Development and Audit on a quarterly basis after the date of adoption of this resolution; and

BE IT FURTHER RESOLVED, that the Department of Human Resources will alert members of City Council as to a person's ineligibility for rehire upon submission of initial employment paperwork; and

BE IT FURTHER RESOLVED, that this Resolution shall be in force from and after its adoption.

 Patrick J. O'Connor Alderman, 40 th Ward	 Margaret Laurino Alderman, 39 th Ward	 Edward M. Burke Alderman, 14 th Ward
 Robert W. Fioretti Alderman, 2 nd Ward		 Pat Dowell Alderman, 3 rd Ward
 Will Burns Alderman, 4 th Ward		 John A. Pope Alderman, 10 th Ward
 George A. Cardenas Alderman, 12 th Ward	12th	 Matt O'Shea Alderman, 19 th Ward
 Rey Colon Alderman, 35 th Ward		 Timothy M. Cullerton Alderman, 38 th Ward
 Michael D. Chandler - 23	 Michael D. Chandler - 28	 Michael D. Chandler - 24

Mary E. O'Connor

Mary E. O'Connor
Alderman, 41st Ward

Ameya Pawar

Ameya Pawar
Alderman, 47th Ward

James Cyprian 46

Mary Jane 13

13 42

Joe Stokes 15th

Michelle A Harris 8th

Natasha Z. Allen 7th

Emma White 37th

Tom Lane 18th

Joe Moreno 1st

Deborah J. Graham 29th

Bill Miller 23rd

Leslie J. Hantson 5

John Arena

John Arena
Alderman, 45th Ward

Ray Leary 31st

Nicholas Spontano 30th

Blond Mary 26

Rich McG 22nd

Paul A. S. 16

John Blackman

Ken Funnery 44

Michael Stacey

Ken Funnery 44

John 48

James A. Balcer 11

John Thompson 16

Walter 27th