

**IN THE UNITED STATES DISTRICT COURT  
FOR THE NORTHERN DISTRICT OF ILLINOIS  
EASTERN DIVISION**

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<b>MICHAEL L. SHAKMAN and</b>	)	
<b>PAUL M. LURIE, <i>et al.</i>,</b>	)	<b>Case No. 69 C 2145</b>
<b>Plaintiffs,</b>	)	
	)	<b>Wayne R. Andersen</b>
<b>v.</b>	)	<b>United States District Court Judge</b>
	)	
<b>DEMOCRATIC ORGANIZATION OF</b>	)	
<b>COOK COUNTY, <i>et al.</i>,</b>	)	
<b>Defendants.</b>	)	

**MARCH 23, 2006 STATUS REPORT OF MONITOR**

NOELLE C. BRENNAN, the Court Monitor (“the Monitor”), by and through her attorneys, Ines M. Monte and Susan E. Cox, respectfully submits this Status Report of the Monitor.

Since the Court’s initial appointment of the Shakman Monitor in this case on August 2, 2005, the Monitor has provided periodic oral and written reports to the Court on the progress of her work in her capacity as Monitor. The First Report of the Monitor was filed September 6, 2005. The Monitor filed another written Status Report on October 18, 2005. On December 15, 2005, the parties and the Monitor appeared before the Court for a status hearing and the Monitor submitted an additional Status Report. Again, on January 19, 2006, the parties appeared before the Court for another status hearing and the Monitor submitted a written Status Report. The January 19, 2006 Status Report summarized the progress of the Monitor’s work regarding training on Shakman principles, ongoing monitoring of City hiring, auditing of Shakman Certifications, investigation of complaints, proposed modifications to the Detailed Hiring Plan, changes in the Department of Human Resources and ongoing items under study. As part of the

Monitor's on-going duty to advise the Court regarding the progress of her work, the Monitor submits the following report.

As described in the January 19, 2006 Status Report, in December of 2005, the City supplied the Monitor and her counsel and staff with the first group of Shakman Certifications and Employee Certifications for hires completed after September 6, 2005. The Monitor, her counsel and staff have been auditing those certifications for completeness and accuracy. A preliminary audit identified certain deficiencies in the certification process. The City was apprised of these issues on January 24, 2006. Subsequently, the Monitor's staff prepared a written summary of these apparent deficiencies and presented those results to the City on February 13, 2006 and February 14, 2006. The Monitor's staff identified the following deficiencies: missing certifications for completed hires; partial certifications for some hires; and improper signatories on certifications for certain Departments. After the Monitor made the City aware of these deficiencies, the City began its own internal audit.

As a result of both audits, the City substantially supplemented its original submission of Shakman and Employee Certifications on March 16, 2006. This submission included certifications related to the hires described above and to those hires completed through February 28, 2006. The Monitor's staff and the City have been working together to complete an audit of this supplemental submission. The preliminary results of this joint audit reveal that the City has now produced the vast majority of certifications required for all hires. However, many of these certifications were signed after the date of the effective date of the hire. It appears that the original certifications were either initially misplaced by the City or were not signed prior to the effective date of

