

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

MICHAEL L. SHAKMAN, PAUL M. LURIE,)	
et al.,)	
)	
Plaintiffs,)	
)	
v.)	Case No. 69 C 2145
)	
CLERK OF THE CIRCUIT COURT OF COOK)	Hon. Edmond E. Chang
COUNTY, et al.,)	Magistrate Judge
)	
Defendants.)	

**FIRST SEMI-ANNUAL REPORT OF THE DIRECTOR OF COMPLIANCE FOR THE
CLERK OF THE CIRCUIT COURT OF COOK COUNTY**

NOW COMES Byron M. Wardlaw, Director of Compliance (“DOC”) for the Office of the Clerk of the Circuit Court of Cook County (“CCCO”), and hereby submits a Semi-Annual Report of the Director of Compliance pursuant to Article V, Section B, of the Employment Plan, effective November 30, 2020, as amended, and states as follows:

A. Auditing Activities:

The DOC has participated in multiple auditing and monitoring activities over the last six (6) month reporting period as required under the Employment Plan (“EP”). The DOC has audited more than 20 recommended exempt employees, ensuring that each employee met the minimum qualifications for the desired position. In addition, the DOC has monitored and observed the Lateral Bidding Process for non-exempt roles and Lateral Transfer Bidding Process for bargaining unit positions. In addition, the DOC has monitored numerous union 30, 60 and 90 days employee evaluations. Further, the DOC has participated in the drafting of various policies and regulations, including the Temporary Transfer Policy and Telework (Work from Home) Policy implemented by the CCCO. The DOC has also monitored several union employees’ grievance hearings and reviewed and made improvement recommendations to management’s responses to said hearings. Finally, the DOC has reviewed, monitored and commented on various Notices of Employment Action related to employee discipline, termination, resignation, temporary assignments, separation, retirement and other employment actions.

B. Discovered Violations of the EP or Policies in the Employee Handbook, or instances of Unlawful Political Discrimination (“UPD”) or Political Contacts (“PC”):

The DOC has not discovered any violations of the EP, Employee Handbook, or instances of UPD or PC over the last six (6) month reporting period as required under the EP.

C. Recommended Remedial Actions:

The DOC has not recommended any Remedial Actions under the EP over the last six (6) month reporting period as required under the EP.

D. Corrective Actions Taken by the Clerk's Office to Address Any Reported Violations:

The Clerk's Office has not taken any corrective actions to address any reported violations as no violations have been reported by the DOC over the last six (6) month reporting period as required under the EP.

WHEREFORE, Byron M. Wardlaw, Director of Compliance, Office of the Clerk of the Circuit Court of Cook County, Illinois, submits this First Semi-Annual report in accordance with Article V, Section B of the Employment Plan.

/s/ Byron M. Wardlaw

Byron M. Wardlaw
Director of Compliance
Office of the Clerk of the Circuit Court of Cook County

CERTIFICATE OF SERVICE

I, Byron M. Wardlaw, the undersigned, do hereby certify that on March 15, 2021, I filed a true and correct copy of the foregoing **FIRST SEMI-ANNUAL REPORT OF THE DIRECTOR OF COMPLIANCE FOR THE CLERK OF THE CIRCUIT COURT OF COOK COUNTY** with the Clerk of the Circuit Court, the Chief of Staff, the Chief Human Resources Officer, the General Counsel, the Compliance Administrator, and Plaintiff's Counsel

/s/ Byron M. Wardlaw

Byron M. Wardlaw
Director of Compliance
Office of the Clerk of the Circuit Court of Cook County