

ORDINANCE**BE IT ORDAINED BY THE CITY COUNCIL OF THE CITY OF CHICAGO:**

SECTION 1. Chapter 2-74 of the Municipal Code of Chicago is hereby amended by inserting a new Section 2-74-075, as follows:

2-74-075 Hiring preference for residents of socio-economically disadvantaged areas.

(a) For purposes of this section, the following definitions shall apply:

"Covered position" means any open position in a City department in the following categories of City service under Section 2-74-030: (i) departmental employment service employees; (ii) employees whose work is seasonal and does not exceed 180 days in any calendar year; and (iii) career service employees.

"Hiring plan" means the hiring plan covering the applicable City department developed pursuant to *Shakman, et al. v. City of Chicago, et al*, Case Number 69 C 2145 (N.D. Ill.), each as may be amended from time to time.

"Socio-economically disadvantaged area" means an area within the City that meets the criteria for designation as socio-economically disadvantaged area as set forth in rules promulgated by the Commissioner of Planning and Development pursuant to Section 2-92-390.

(b) Unless otherwise prohibited by the hiring plan or any federal, state, or local law, each City department head shall give a 25% numerical preference to applicants for covered positions, including applicants for promotion, who are residents of a socio-economically disadvantaged area, provided that such applicant agrees to remain a resident of a socio-economically disadvantaged area for not less than seven years as a condition of receiving a preference for employment or promotion, as applicable. Notwithstanding the foregoing, no City employee who is subject to such seven-year residency requirement shall be deemed to have violated such residency requirement solely because the applicable area is no longer designated as a socio-economically disadvantaged area by the City. Each department head shall include a hiring preference provision consistent with this section in all postings soliciting applicants for covered positions.

(c) Each department head shall maintain records adequate to monitor compliance with this section and shall submit such reports as required by the Commissioner of Human Resources.

(d) The Commissioner of Human Resources is authorized to adopt, promulgate, and enforce rules pertaining to the administration and enforcement of this section.

SECTION 2. Within 60 days after the passage of this ordinance, the Commissioner of Human Resources shall promulgate and publish rules pertaining to the administration and enforcement of this ordinance.

SECTION 3. Section 2 of this ordinance shall take effect upon passage. Section 1 of this ordinance shall take effect 60 days after the passage of this ordinance.

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File for 2/1/17
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