



State of Illinois
Circuit Court of Cook County
Office of the Chief Judge

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August 5, 2014

Hon. Timothy C. Evans
Chief Judge
Circuit Court of Cook County
Daley Center, Room 2600
Chicago, IL 60602

RE: Adult Probation Dept., promotions testing, alleged improprieties, investigation

Dear Judge Evans:

We are writing to advise you of the results of the investigation you requested into the allegations of improprieties in the Adult Probation Department's (APD) administration of the June 3, 2014, test given as part of the process for awarding promotions to the position of APD "sworn supervisor". Specifically, you asked for an investigation of allegations you received in a combination of letters and memos from anonymous APD employees, some of which were the subject of articles and inquiries by newspaper reporters.

Our investigation primarily consisted of interviews of the eight persons named in the above correspondence who appeared to have pertinent information and three persons whose names came to our attention in the course of our investigation, including the APD management employee primarily responsible for preparing, administering, and grading the test. Each person interviewed was asked about all allegations in which they were named, all issues about which we thought they might have knowledge due to their job responsibilities and work locations, and for any other information they had that might explain the allegations. We also reviewed copies of all APD written communications with APD employees concerning the scheduling, subject matter, and reference materials (study guides) for the test.

The information we obtained during our investigation leads us to conclude that the allegations in the correspondence you received were based on rumors that originated from comments made by an employee who thought that the mentoring or coaching some employees may have received from supervisors in preparation for the test was unequal and, therefore, placed

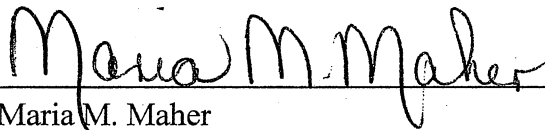
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some employees at an unfair disadvantage in preparing for the test. The allegations from anonymous persons, therefore, appear to have been the exaggerated products of unsubstantiated rumors. In our interviews, we found no evidence of cheating or related improprieties in the preparation for or administration of the test. Although they had ample opportunity to do so, none of the interviewees admitted authoring the anonymous letters, and none of the anonymous authors came forward to identify themselves or substantiate their allegations.

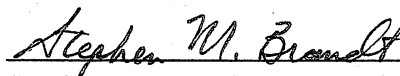
Although we believe that better practices and increased transparency in the APD's internal communications regarding notices of vacancies, qualifications for promotions, and recommended study guides should be considered by the APD in the future, we recommend that the APD continue the promotion process that was delayed by this investigation.

If you have any questions about any aspect of our investigation, conclusions, or recommendations, please do not hesitate to contact us.

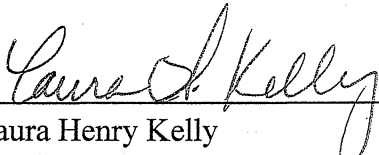
Sincerely,



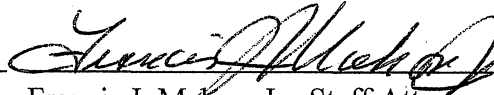
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