

Minutes of the Meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System (CCHHS) held Monday, May 20, 2024 at the hour of 12:00 P.M., at 1950 West Polk Street, Room 5301, in Chicago, Illinois.

I. Attendance/Call to Order

Chair Garza called the meeting to order.

Present: Chair Raul Garza and Directors Robert Currie and Sam A Robinson, III, PhD (3)

Also Present: Director Joseph M. Harrington

Absent: Director Tanya R. Sorrell, PhD, PMHNP-BC (1)

Additional attendees and/or presenters were:

Jeff McCutchan - General Counsel

Erik Mikaitis, MD – Interim Chief Executive Officer

Alisha Patel – Assistant General Counsel

Carrie Pramuk-Volk – Interim Chief Human Resources Officer

Deborah Santana – Secretary to the Board

The next regular meeting of the Human Resources Committee is scheduled for Thursday, August 15, 2024 at 12:00 P.M.

II. Public Speaker Testimony

There was no public testimony presented.

III. Report from Interim Chief Human Resources Officer (Attachment #1)

Carrie Pramuk-Volk, Interim Chief Human Resources Officer, provided an overview of the Report from the Interim Chief Human Resources Officer, which included information on the following subjects:

- Strategy
- FY2024: This Year's Action Plan
- HR Operations: Optimization & Digitization - CCH Employee Exit Survey Findings
- FY2024 Metrics
 - FY24 CCH HR Activity Report
- HR Optimization – HR Nurse Recruitment

IV. Action Items

A. Minutes of the Human Resources Committee Meeting of February 15, 2024

Chair Garza inquired whether any corrections needed to be made to the minutes.

Director Currie, seconded by Director Robinson, moved to accept the February 15, 2024 Human Resources Committee Meeting Minutes. THE MOTION CARRIED UNANIMOUSLY.

B. Any Action Items listed under Sections IV and V

Cook County Health and Hospitals System
Minutes of the Human Resources Committee Meeting
May 20, 2024

ATTACHMENT #1

Human Resources Metrics Report



Carrie Pramuk - Volk
Interim Chief Human Resources Officer

May 9, 2024



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Strategy



Where we're going



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FY24 Strategy: This Year's Action Plan

Our focus moving forward into FY24 is to continue development of *sustainable* tools, optimizations and resources for HR. To do so, we will focus on the following **to continue momentum and accelerate hiring outcomes:**



Focus
Increased & Accelerated Talent Acquisition

- Hiring Policy Analysis
- Workforce Pipeline
- Technology Solutions
- Job Fair Process Improvement
- Talent Assessment Training
- Job Description Architecture Refinement
- *Equity and Access*



Focus
Increased Retention & Decreased Turnover

- Onboard Process Revisions
- Team Building
- *Building Workplace Relations*
- Learning and Development Pathways
- Improved Management Resources
- *Harmonizing Guidance and Templates*
- Employee Recognition Programs



Focus
Advance Performance Management

- Performance Management Model Change
- *1:1 Conversation Program*
- Organizational Development Review for Career Paths and Succession Planning
- Policy Evaluation and Revisions
- Automation of Documentation and Data Integration Solutions
- Benchmarking Performance

CCH Employee Exit Survey Findings

Retention

REASONS FOR LEAVING

The main reasons employees leave CCH are **retirement**, **Family / Personal**, **My Manager**, and **Career Progression**



FAST TURNOVER

23% of employees leaving CCH worked for **<2 years**



While **40%** have been employed for over **20+ Years**

Teaming

STRONG TEAMS



77%

of employees had a **positive experience** with their team and team leaders.

ROOM TO IMPROVE

33%



Of employees who did not have a positive experience working with their teams had varied reasons for their negative experience

Manager Experience

IMPROVE MANAGER RELATIONS

75%

of employees felt they had consistent and valuable objective-setting, development, and check-in **conversations with their manager**

"Give your managers and directors more training on how to respect people and getting staff involved in their plans"

MANAGERS NEED SUPPORT

79%

"Very fulfilling and challenging at the same time."

of managers recommend CCH as a **good place to work**. Those who would not recommend CCH, reported lack of leadership training and lack of help resolving issues



FY 2024 Metrics



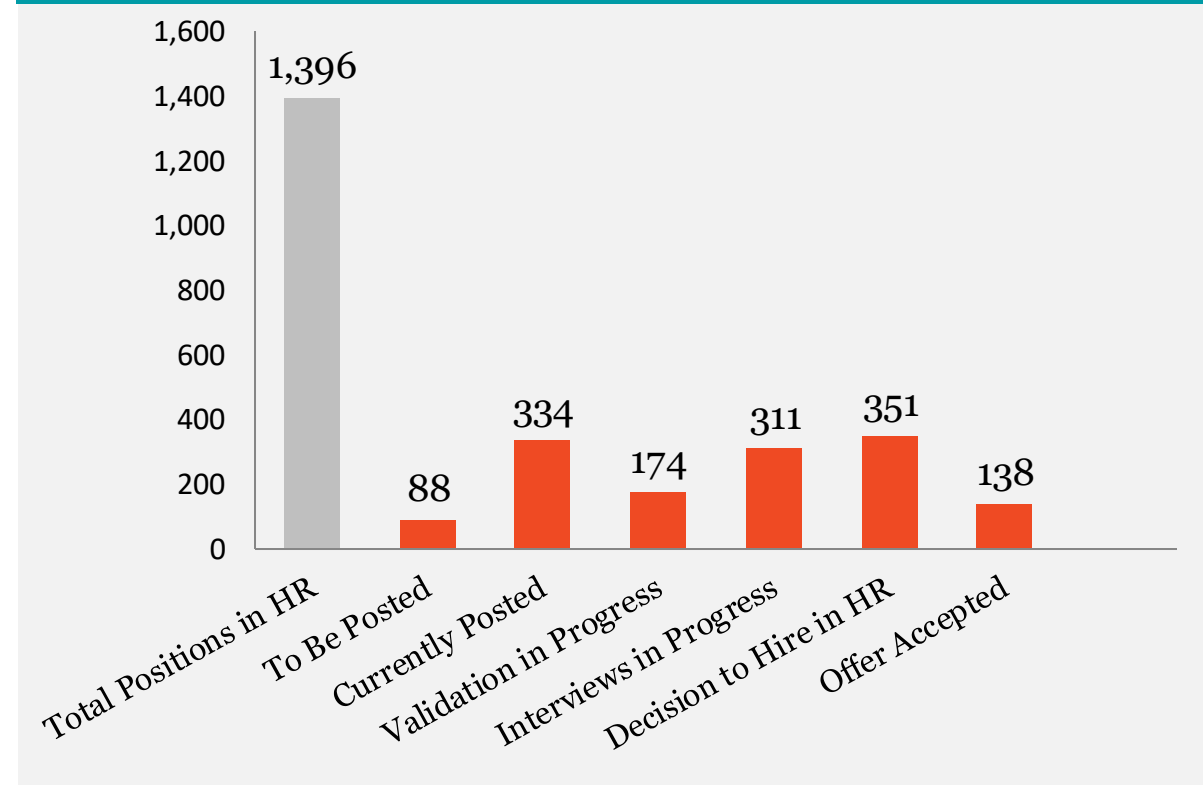
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CCH HR Activity Report – Vacancy in HR: 1,396

Vacant Positions



Positions in Process



FY24 CCH HR Activity Report

12/01/2023 thru 04/30/2024



Filled Positions

439

Total Filled Positions YTD

68% Offer Acceptance Ratio



External Filled Velocity

302

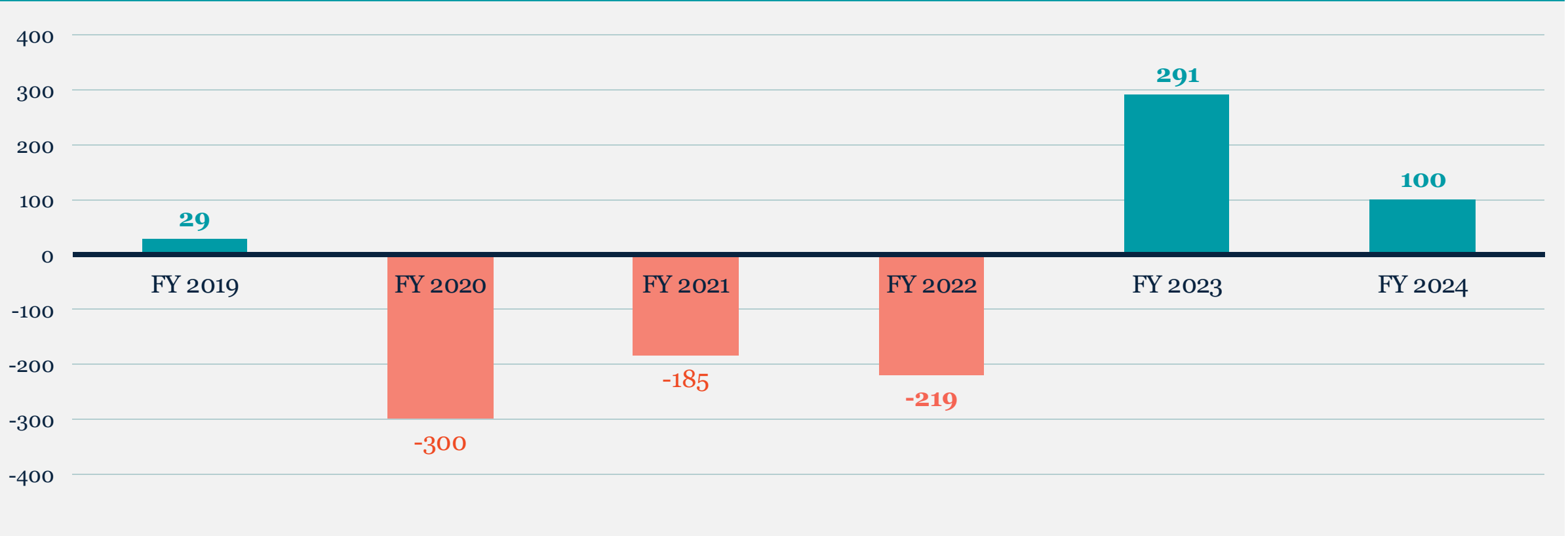
Total External Filled Positions

100 Net Gain

CCH HR Net New Hires Activity



Net New - Pre and Post Pandemic



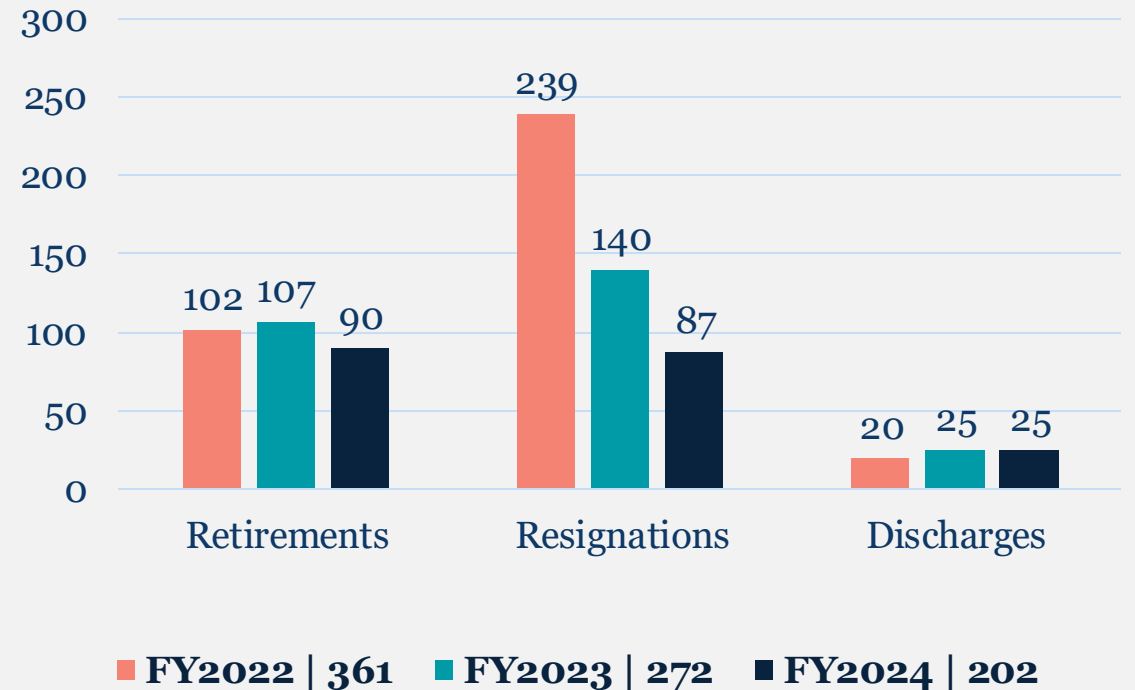
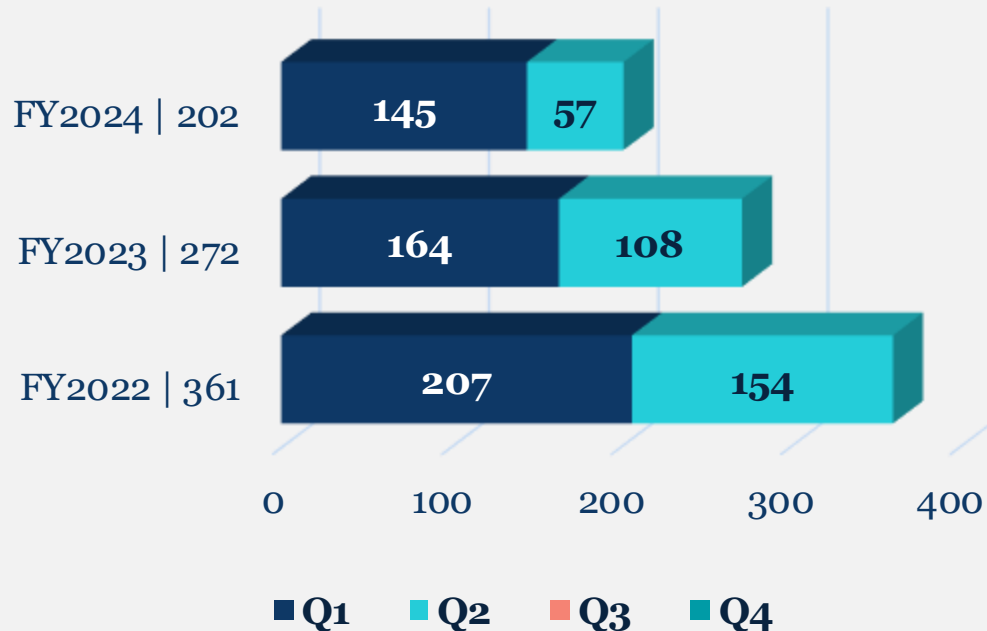
Does not include Consultants, Registry and House Staff

FY24 CCH HR Activity Report

12/01/2023 thru 04/30/2024

Separations – Year to Date and Year Over Year

Separations FY24 YTD



Does not include Consultants, Registry and House Staff

HR Optimization



HR Nurse Recruitment



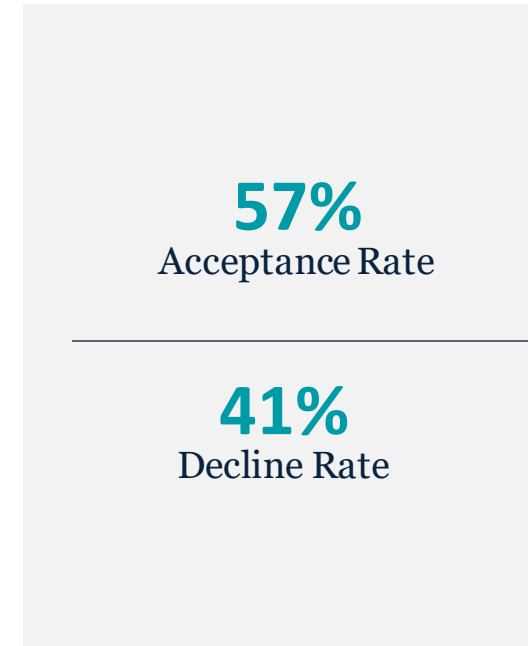
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Accelerated Nursing Hiring

Timeframe: 8/7/2023 - 04/30/2024

Accelerated Nursing Hiring

Current as of 004/26/2024

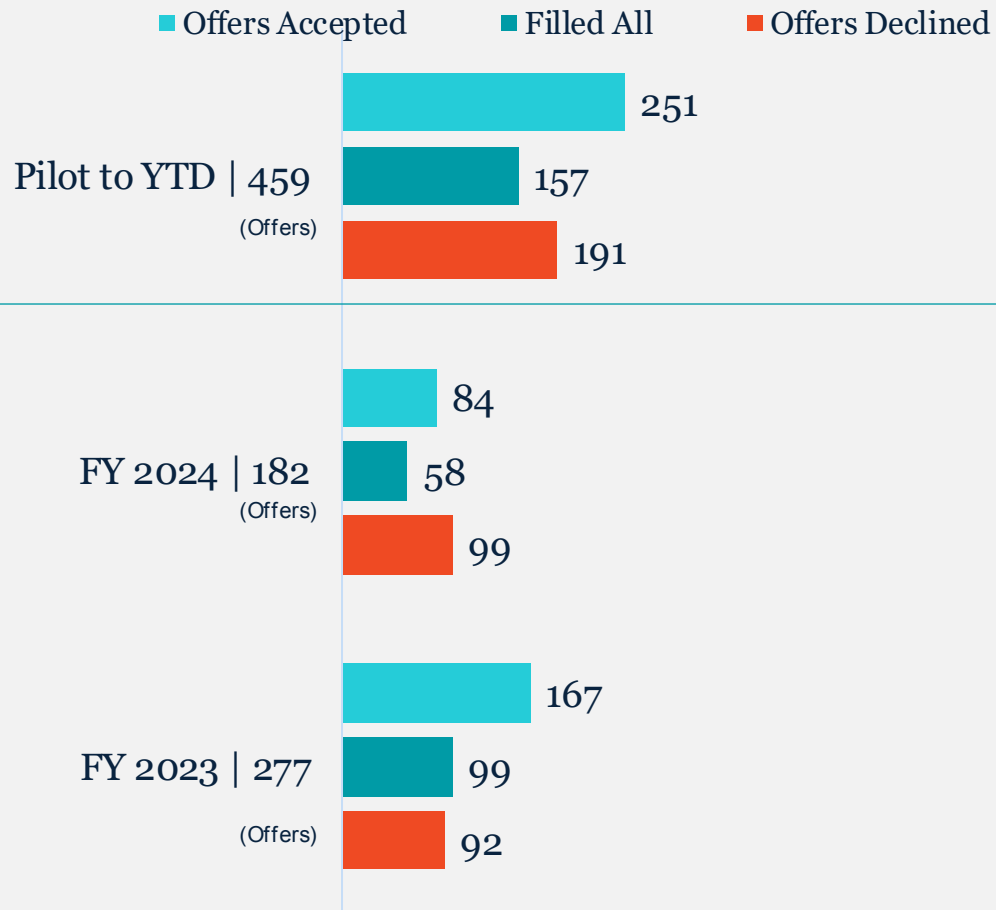


Accelerated Nursing Hiring

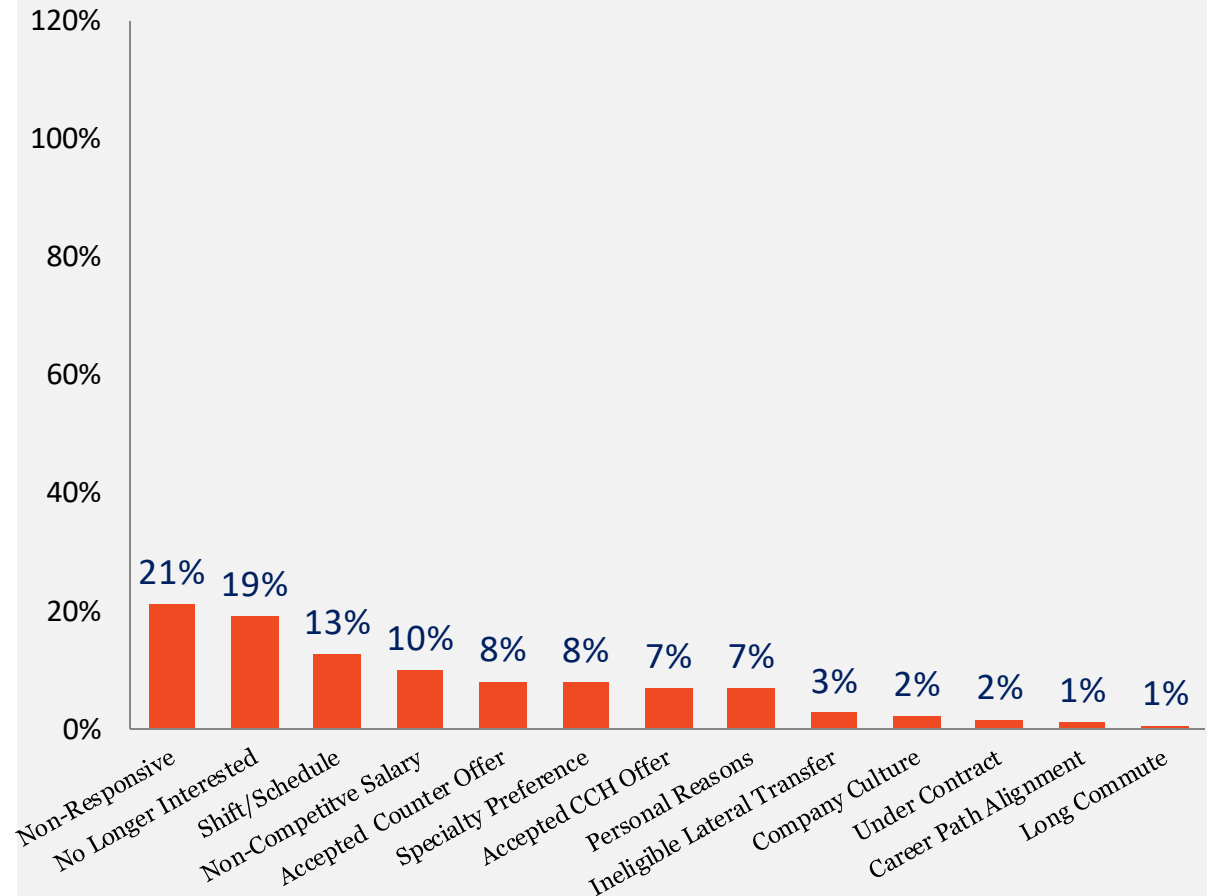
Timeframe: 8/7/2023 - 04/30/2024

As of 04/30/2024

Activity Report



Offers Declination

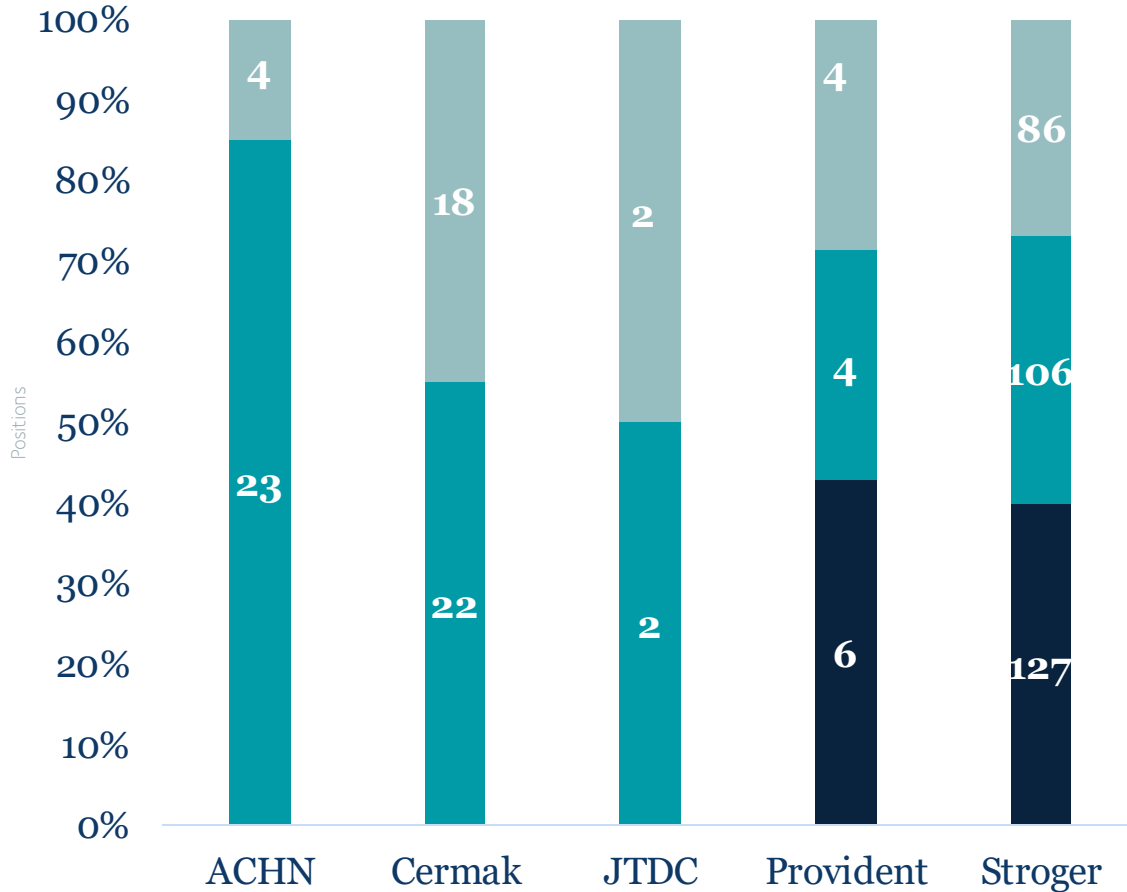


Accelerated Nursing Hiring

Timeframe: 8/7/2023 - 04/30/2024

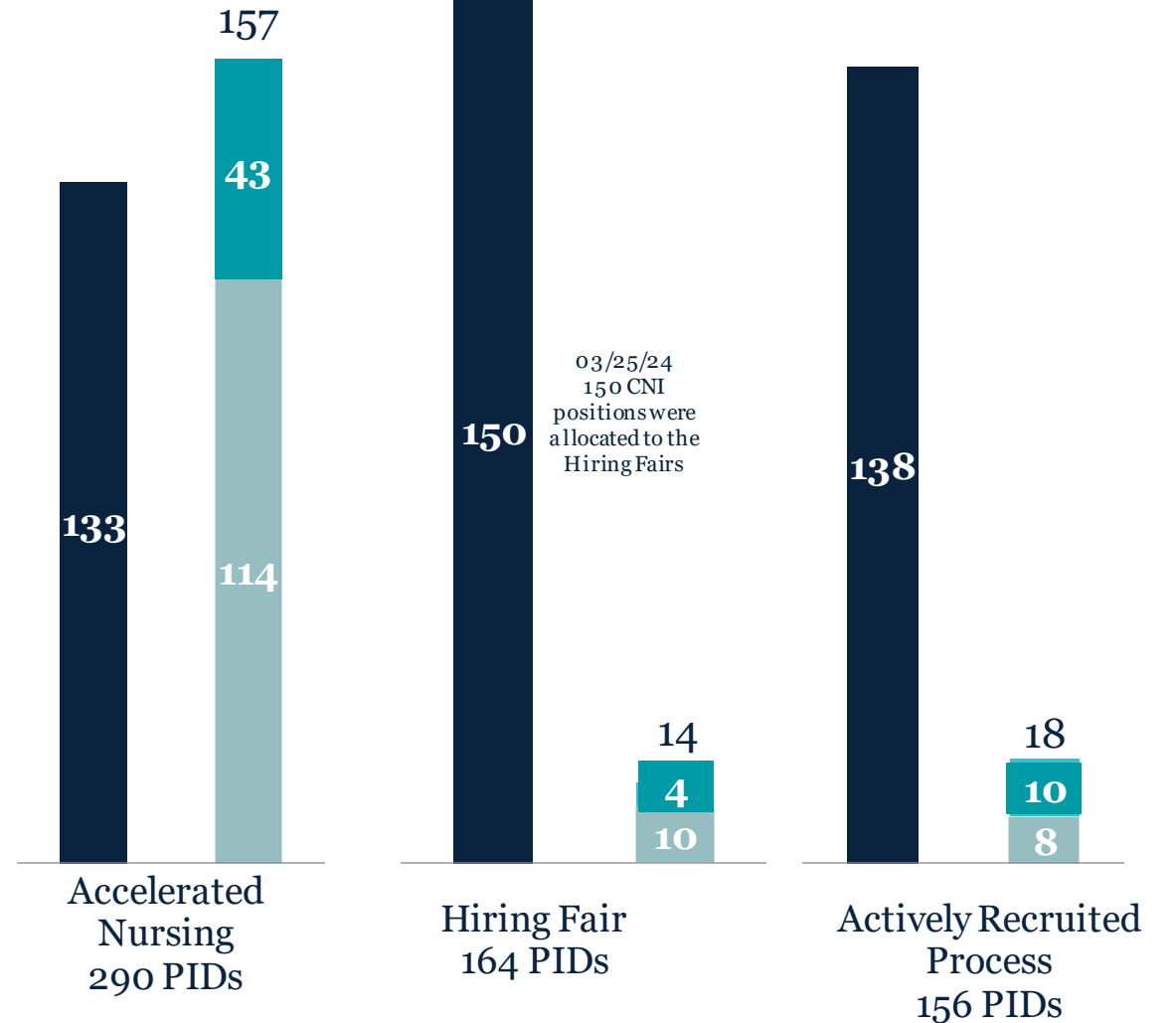
Vacant vs. Filled

■ Vacant | 133 ■ Filled All | 157 ■ Filled External | 114



Hiring Process

■ Vacant ■ Filled External ■ Filled Internal



Q&A



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