

COOK COUNTY HEALTH & HOSPITALS SYSTEM



Human Resources Metrics for CCHHS Board Of Directors December 18, 2015

Gladys Lopez, Chief of Human Resources



**COOK COUNTY HEALTH
& HOSPITALS SYSTEM**
CCHHS

Human Resources Metrics Summary

DATA THROUGH: 11/30/15

Gladys Lopez, Chief of Human Resources

Net New: 317

December 1, 2014 - November 30, 2015

VACANCIES FILLED

	Quarter 1	Quarter 2	Quarter 3	Quarter 4 ¹	FY14 TOTAL	FY15 TOTAL	VARIANCE	
CCHHS External	167	162	266	240	513	835	322	▲ 63%
CCHHS Internal	88	120	140	84	361	432	71	▲ 20%
Total CCHHS:	255	282	406	324	874	1267	393	▲ 45%
Nursing External	47	55	75	39	155	216	61	▲ 39%
Nursing Internal	24	65	59	25	156	173	17	▲ 11%
Total Nursing:	71	120	134	64	311	389	78	▲ 25.1%

SEPARATIONS

CCHHS Separations	206	97	114	101	455	518	63	▲ 14%
Total Net New CCHHS:	(39)	65	152	139	58	317	259	▲ 447%
Nursing Separations	60	22	21	25	131	128	-3	▼ -2%
Total Net New Nursing:	(13)	33	54	14	24	88	64	▲ 267%

TURNOVER

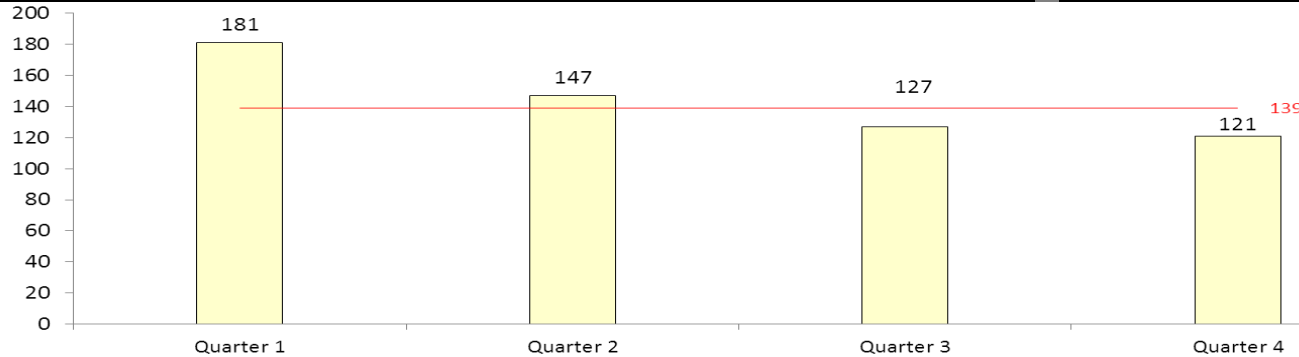
CCHHS FTEs	6095	6287	6272	6,363	6105	6,363	258	▲ 4%
Total CCHHS Turnover:	3.4%	1.5%	1.8%	1.6%	7.5%	8.1%	0.7%	▲ 9%
CCHHS New Hire FTEs	167	162	266	240	513	835	322	▲ 63%
CCHHS New Hire Separations	7	16	12	22	26	57	31	▲ 119%
Total FY15 New Hire Turnover:	4.2%	9.3%	3.3%	3.3%	5%	7%	1.8%	▲ 35%

OPEN VACANCIES

Total CCHHS Vacant Positions:	1,066	1,048	997	808	--	808	808	
Total RTHs in HR (In Process):	734	844	704	392	864	392	392	45%

AVERAGE TIME TO HIRE

	Target	Quarter 1	Quarter 2	Quarter 3	Quarter 4	FY14 TOTAL	FY15 TOTAL	VARIANCE
Average Days to Hire (Month):	139	181	147	127	121	203	140	-63 ▲ 2%



Legend: Average Days to Hire (Month) (Yellow bar), Target (139) (Red line)



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