

# Human Resources Metrics Report

Carrie Pramuk-Volk

Interim Chief Human Resources Officer



COOK COUNTY  
**HEALTH**

# FY 2024 Metrics

Hiring Impact



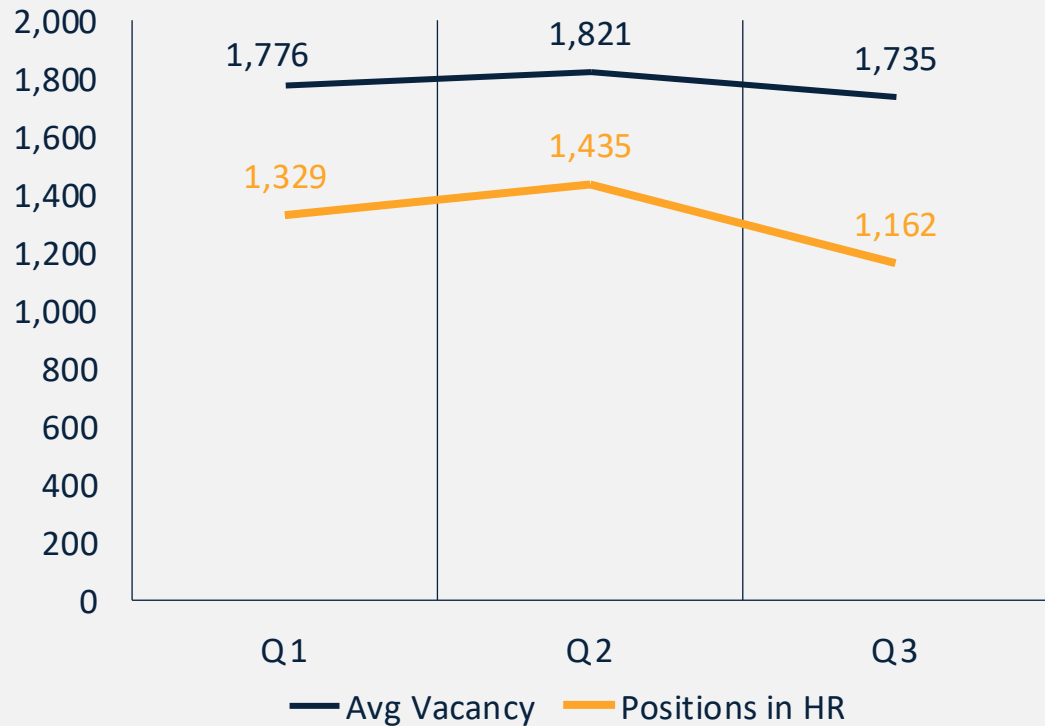
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# CCH HR Activity Report

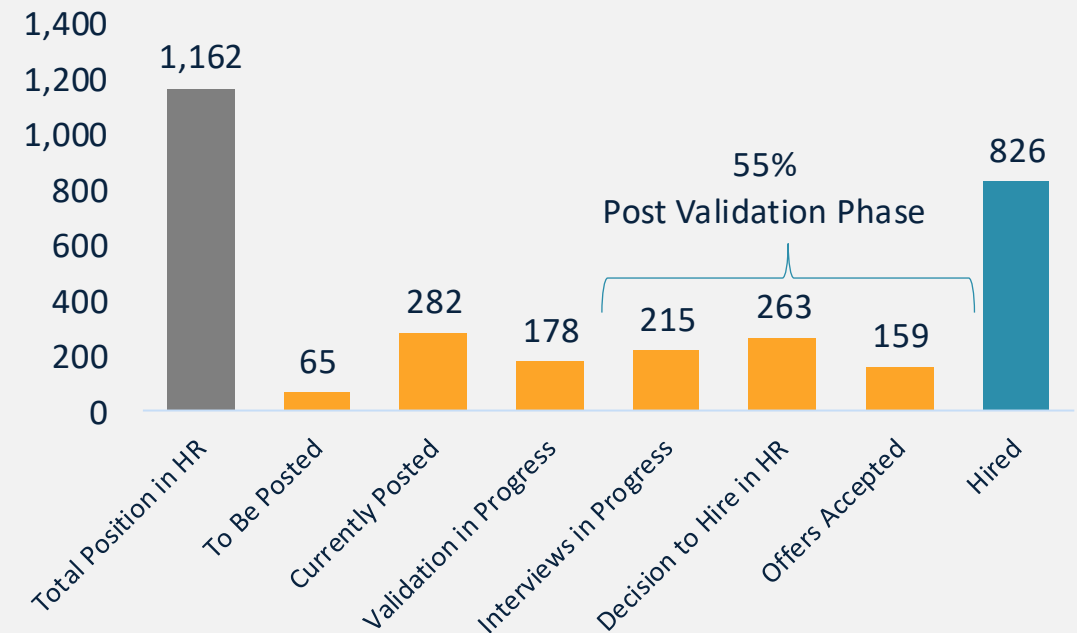
As of 08/31/2024



## Vacant Positions



## Positions in Process



# CCH HR Activity Report—Vacant Positions in HR

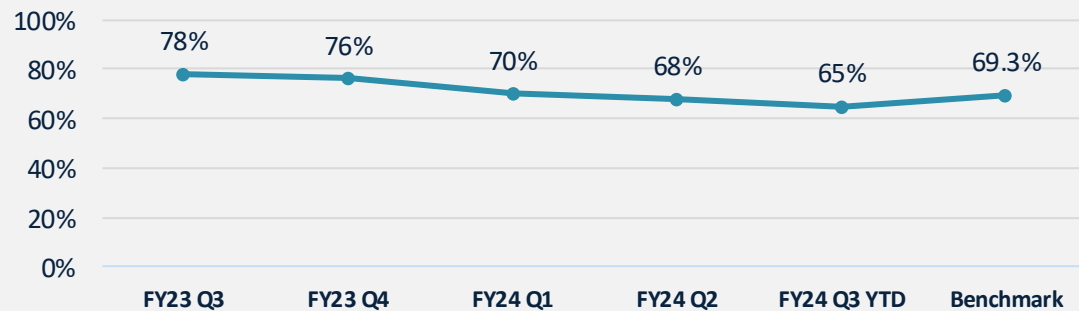


## Filed Positions

**826**

Total Filled Positions YTD

**65%** Offer Acceptance Ratio



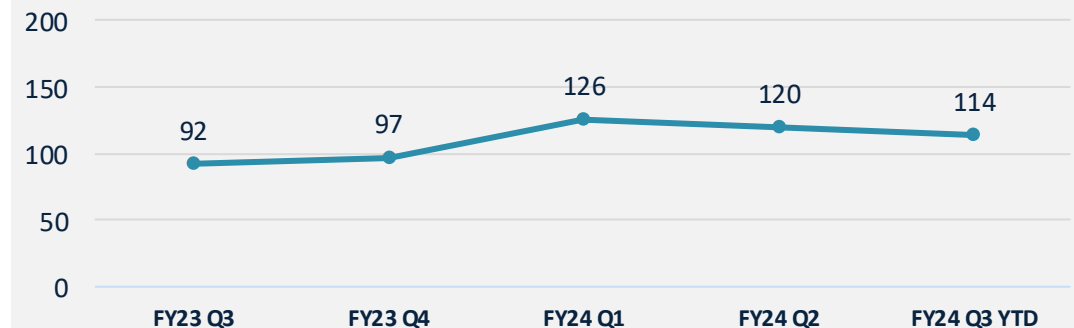
## External Filled Velocity

**557**

Total External Filled Positions

**+193** Net Gain

**114 days** Time to Fill

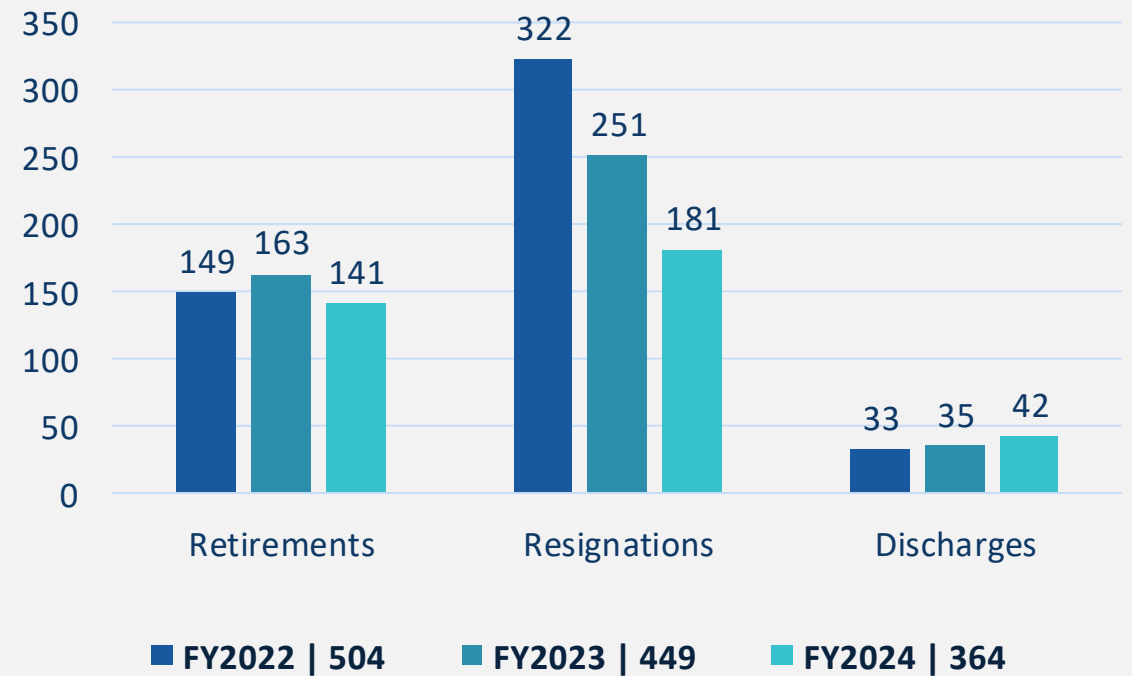
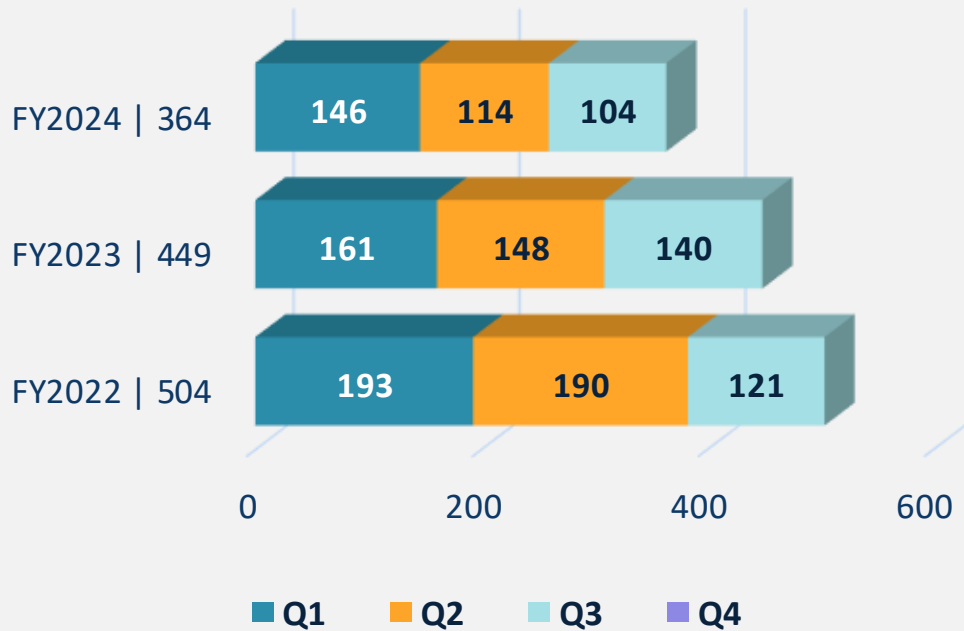


# CCH HR Activity Report



## Separations – Year to Date and Year Over Year

Separations FY24 YTD



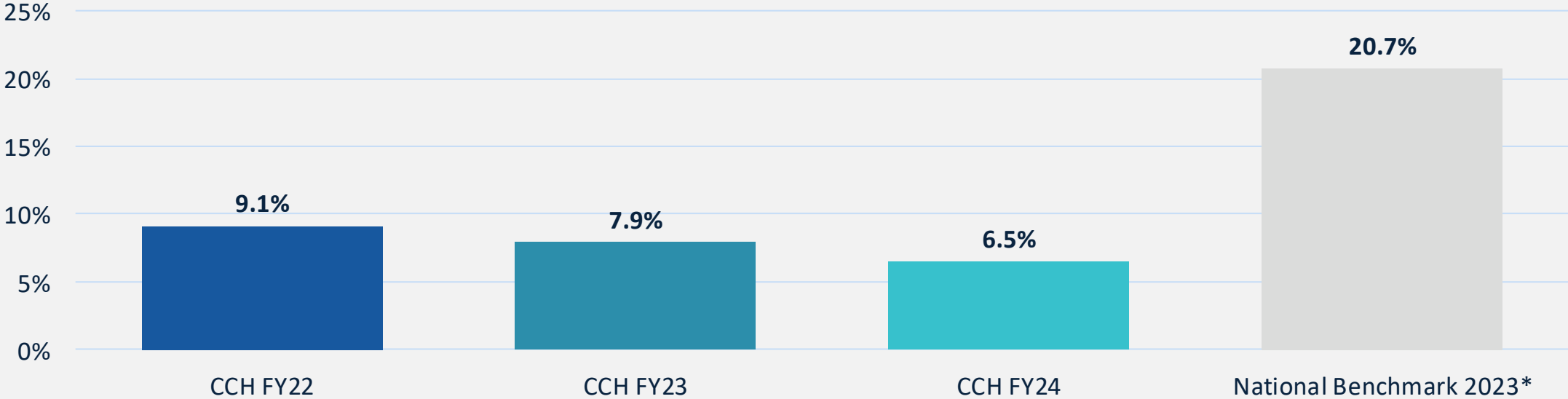
# CCH HR Activity Report



## Turnover

6.5% YTD turnover

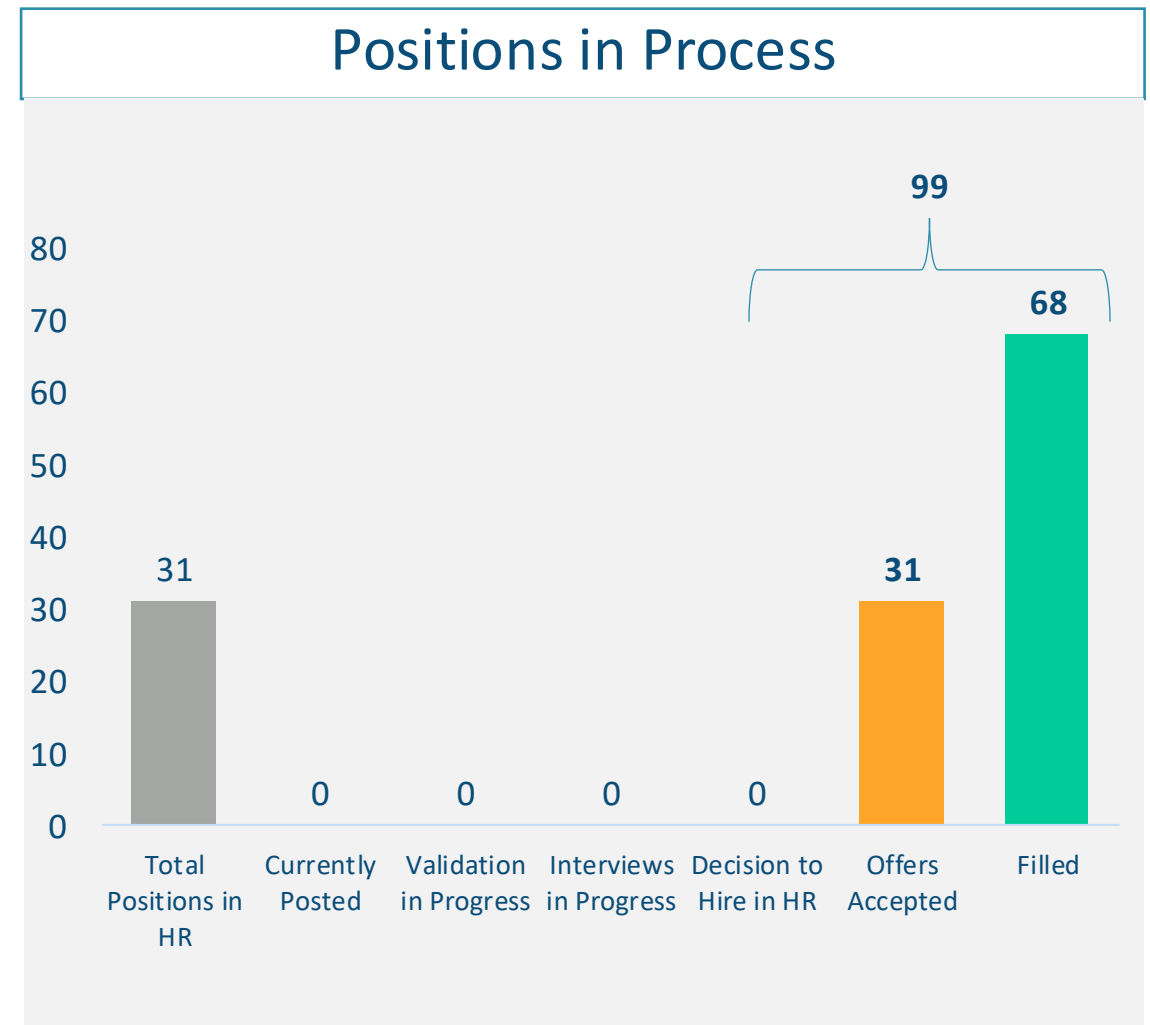
Year – To-Date Turnover Benchmark



# CCH HR Activity Report

## American Rescue Plan Act (ARPA)

Thru 08/30/2024

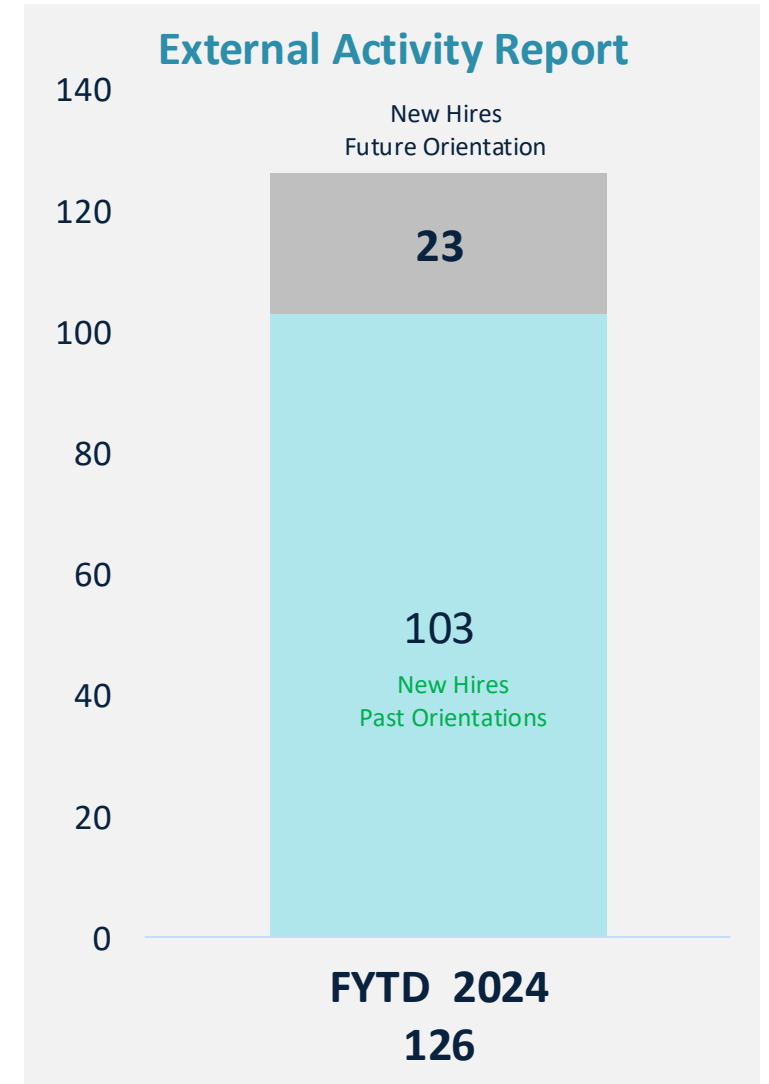


# Hiring Fair Success

FY 2024 Timeframe: 12/1/2023 – 8/31/2024



Thru 08/31/2024



Hiring Fair  
Progress



As of 8/31/24



# HR Nurse Recruitment

Year In Review

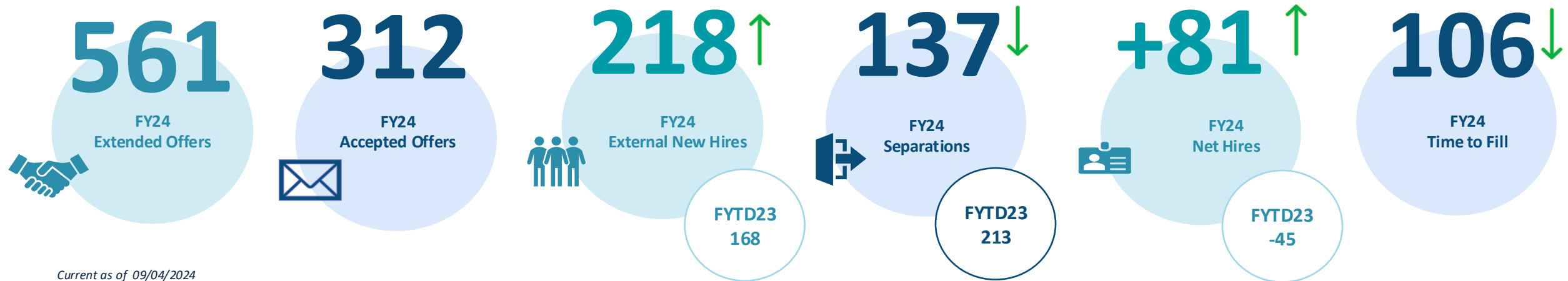


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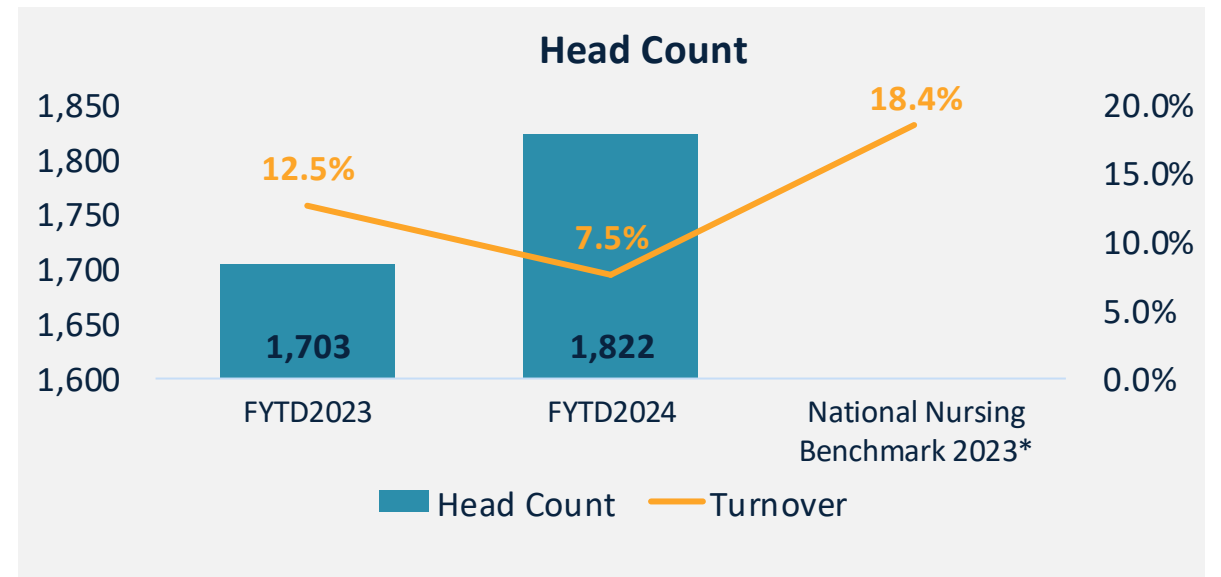
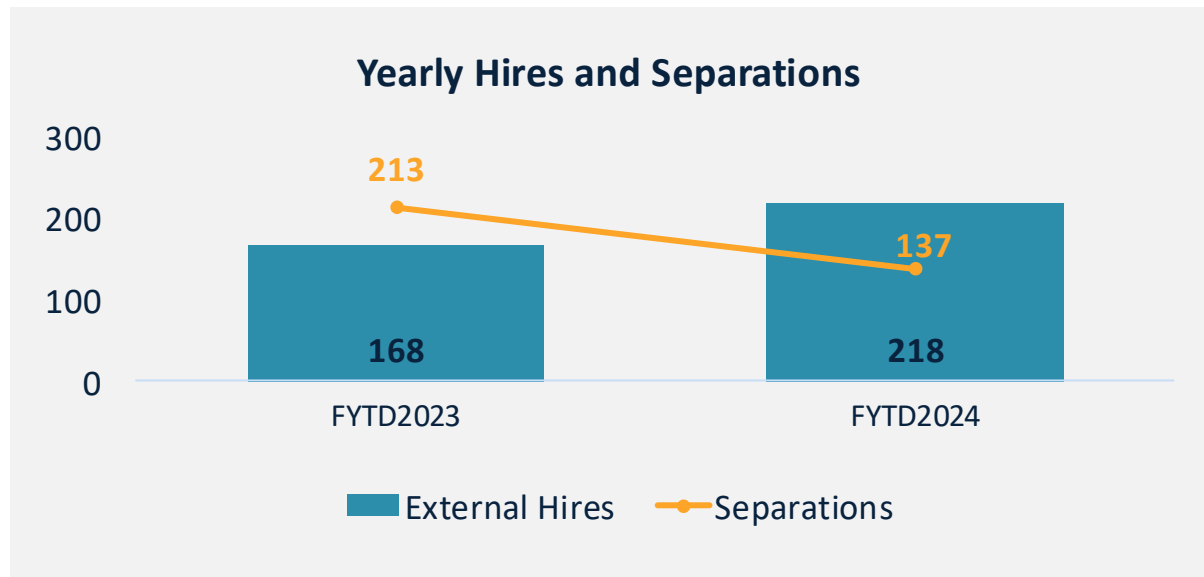
# Nursing Hiring Velocity & Attrition

FY24 thru 08/31/24

Thru 08/31/2024



Current as of 09/04/2024

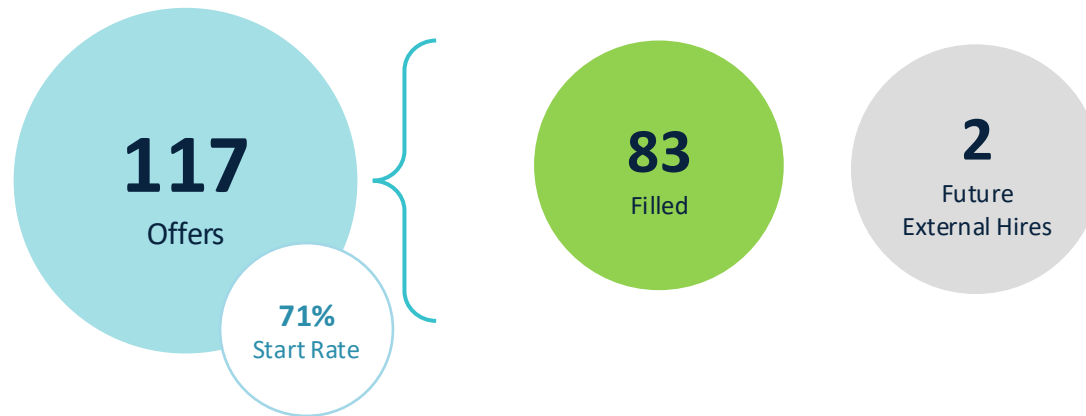


# Accelerated Nursing Hiring

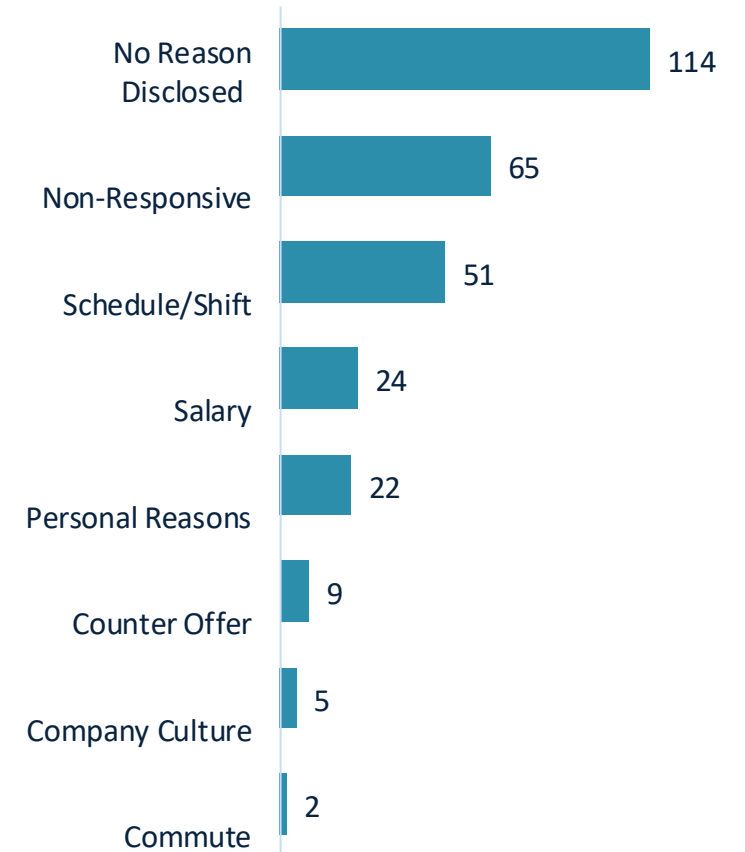
Timeframe: 8/7/2023 – 8/31/2024

## Accelerated Nursing Hiring

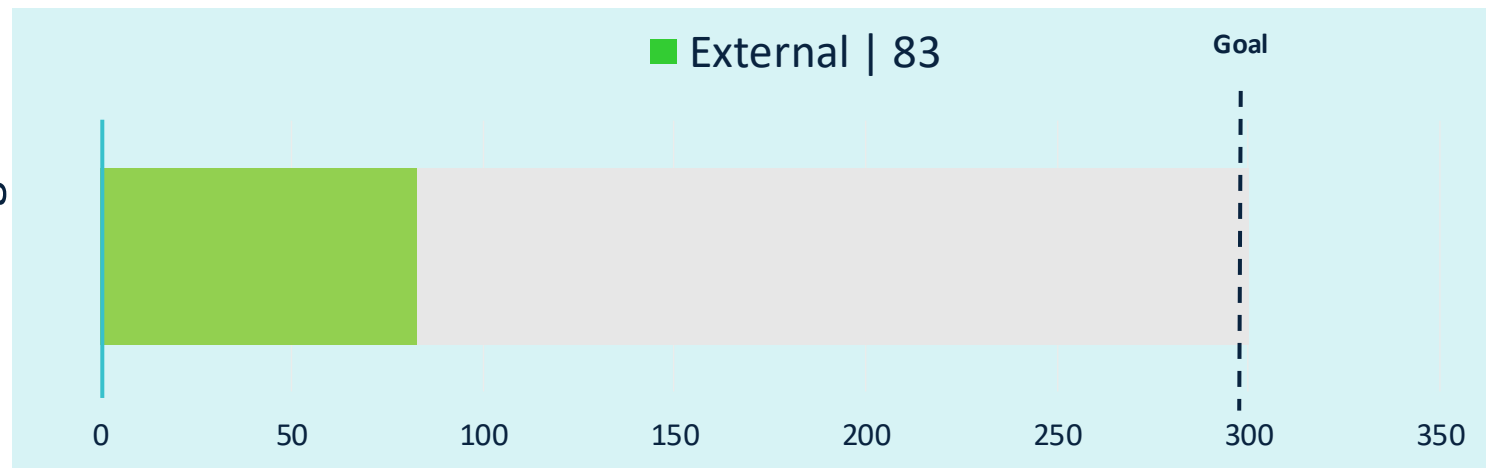
Current as of 09/23/2024



## Declinations



Nurse Hiring Progress

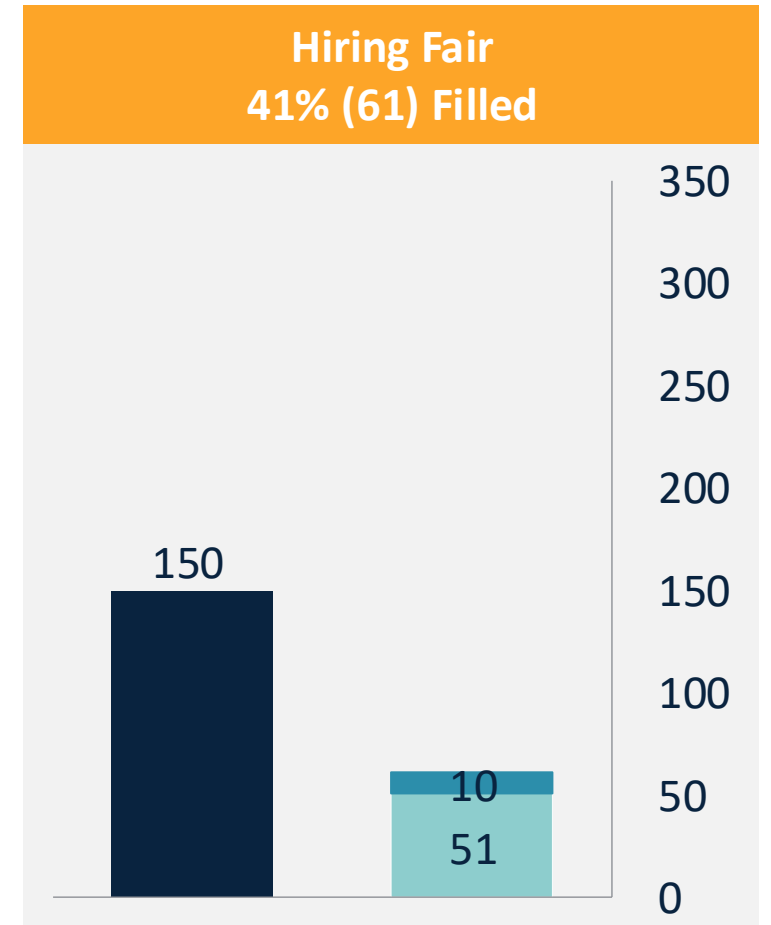
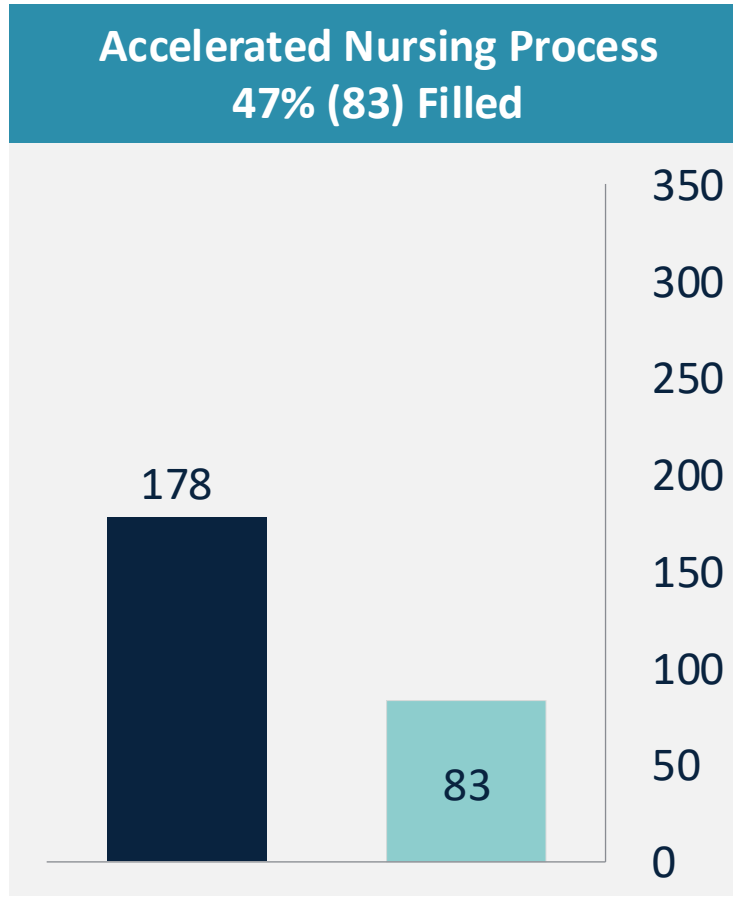
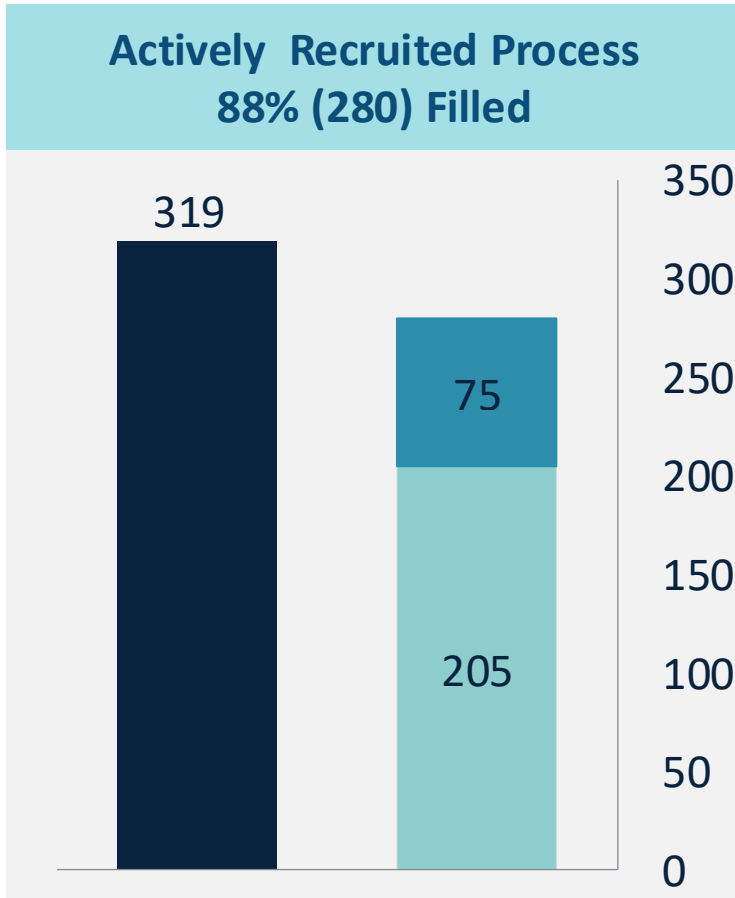


# Clinical Nurse Hiring

08/07/2023 to 08/31/2024

## Vacant vs. Filled By Process

■ Filled External   ■ Filled Internal   ■ Vacant



# Employee Benefits



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# Employee Benefits Comparison

Traditional	Cook County Health	Local 1	Local 2	Local 3
• Group Health Insurance	✓	✓	✓	✓
• Dental, Vision, Prescription	✓	✓	✓	✓
• HSA   Flexible Spending Account   Commuter	✓	✓	✓	✓
• Life Insurance	✓	✓	✓	✓
• Long & Short-Term Disability	✓	✓	✓	✓
• Employee Assistance Program	✓	✓	✓	✓
<b>Pension / Retirement</b>				
• Pension Plan	✓	✓	✓	✓
• Optional Defined Contribution Plan	457	401(k), 403 (b)	401 (K), 403 (b)	457, 403(b)

# Employee Benefits Comparison

Incentives	Cook County Health	Local 1	Local 2	Local 3
<ul style="list-style-type: none"> <li>• Sign On Bonus – RN Operating Room</li> </ul>	No BSN requires	\$12,000 – 1 <sup>st</sup> Shift Must attain a BSN within 5 years of hire/transfer date.	\$5,000 – 3 <sup>rd</sup> Shift BSN degree required within 3 years of hire date.	
<ul style="list-style-type: none"> <li>• Sign On Bonus – Medical Assistants</li> </ul>		\$2,000		
<ul style="list-style-type: none"> <li>• Employee Referral Bonus – RN</li> </ul>		\$3,000 Six months after hire		
Parental Leave				
<ul style="list-style-type: none"> <li>• Eligibility</li> </ul>	One (1) year (FMLA Eligible)	One (1) year	One (1) year	Upon Hire
-Time Allocated	Twelve (12) Weeks	Four (4) Weeks	Four (4) Weeks	Six (6) Weeks
-Paid Paternal Leave	Yes	No	Yes	Yes

# Employee Benefits Comparison

Paid Time Off (PTO)	Cook County Health	Local 1	Local 2	Local 3
<ul style="list-style-type: none"> <li>Vacation</li> </ul>	15 Days (0-4 years of service) 20 Days (5-9 years of service) 25 Days (10 years of service)	10 Days per year Employees accrue PTO on a pay-period basis	20 PTO Days	12 Days (0-3 years of service) 15 Days (3-6 years of service) 18 Days (6-9 years of service) 21 Days (9-14 years of service) 25 Days (14 years of service)
<ul style="list-style-type: none"> <li>Sick</li> </ul>	12 Days	6 Days	6.5 Days	12 Days
<ul style="list-style-type: none"> <li>Holidays</li> </ul>	12 Days	7 Days	6 Days	12 Days
<ul style="list-style-type: none"> <li>Float Holiday</li> </ul>	1 Day			2 Days
Additional	Cook County Health	Local 1	Local 2	Local 3
<ul style="list-style-type: none"> <li>Pet Health Insurance</li> </ul>		√	√	√
<ul style="list-style-type: none"> <li>Emergency Employee Donated PTO Pool</li> </ul>				√
<ul style="list-style-type: none"> <li>Shuttle bus service to and from train stations</li> </ul>		√	√	
<ul style="list-style-type: none"> <li>Child Care</li> </ul>		√	√	√



# Employee Benefits Comparison

Tuition Assistance	Cook County Health	Local 1	Local 2	Local 3
• Tuition Reimbursement Nurses	100%	Reimbursement for classes up to an annual maximum per calendar year.	\$10,000 per year	√
• Tuition Assistance All Employees	\$1,400.00	Reimbursement for classes up to an annual maximum per calendar year.	\$10,000 per year	√
• Employee Development Funding	\$1,400.00		Up to \$1,000 per fiscal year	<p>\$30,000 is allocated each fiscal year to supplement departmental budgets</p> <p>Employees may receive up to \$2,500 per fiscal year</p> <p>Department must match up to \$1,000 per year</p>

# HR ServiceLink



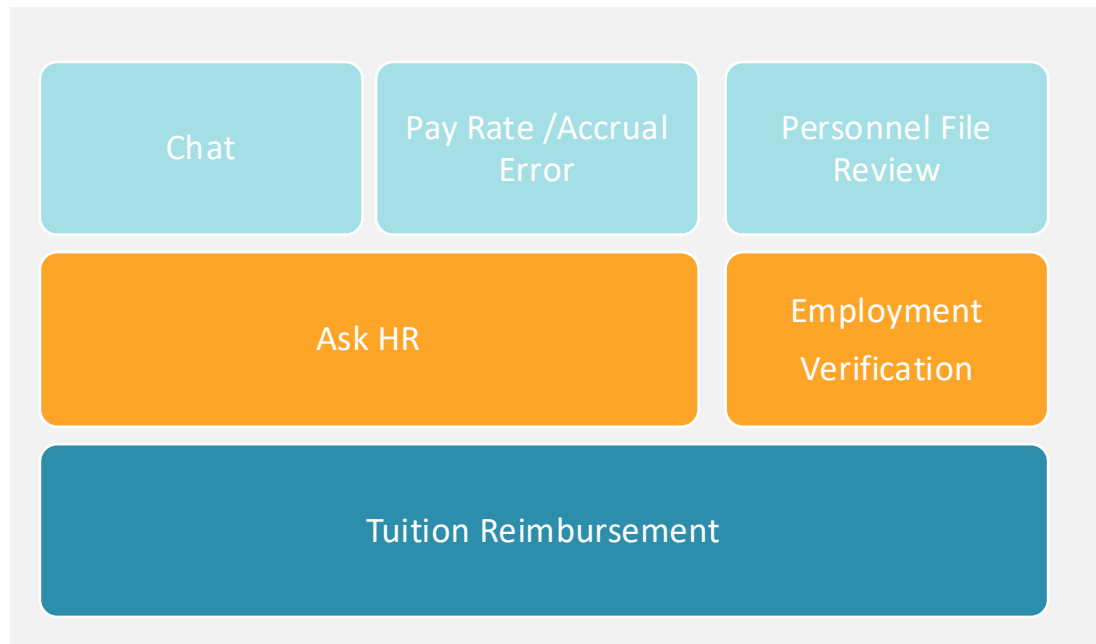
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# HR ServiceLink Solution

Thru 08/31/2024

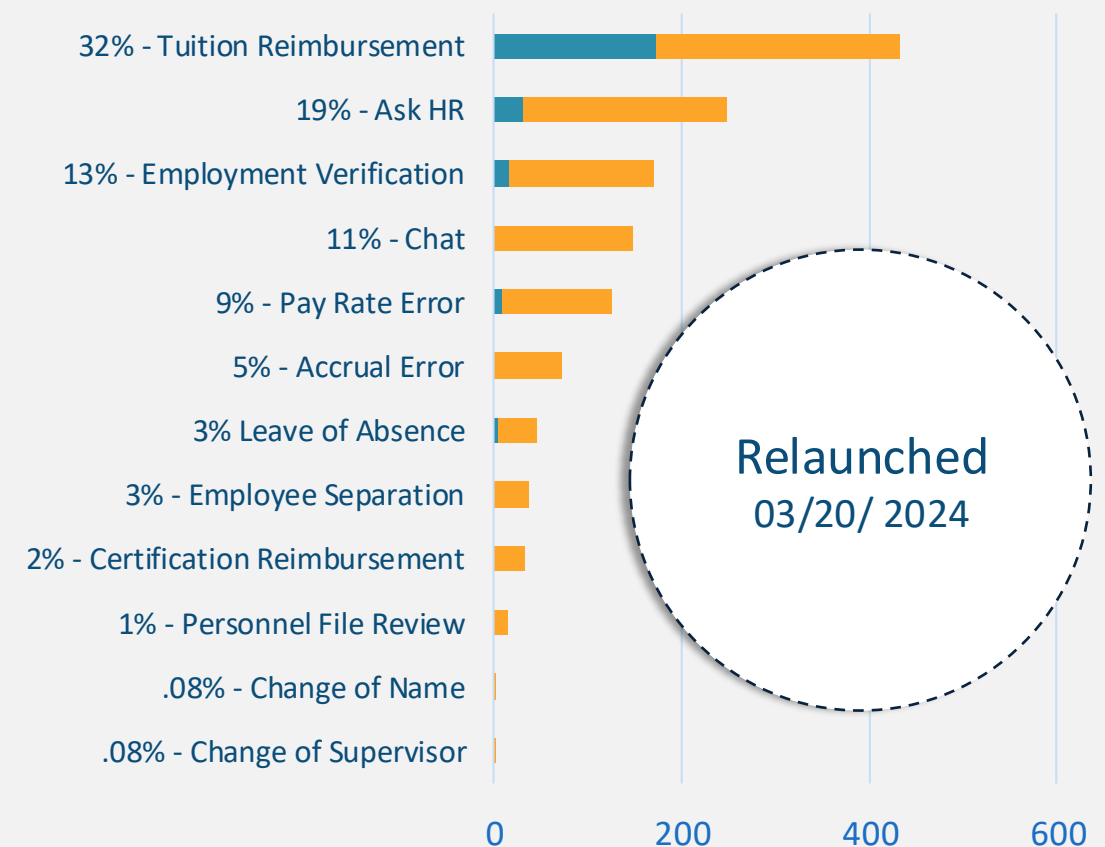
## Employee Self Service Portal

- Promote accountability and best management practices
- Provide transparency and allow for trend analysis
- Through HR Service Link, employees have the capability to submit and report Human Resources cases such as:



## Cases Opened – 1,333

FY 2023 | 237    FY YTD 2024 | 1,096



Thank You



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