Human Resources Metrics
CCH Board of Directors

Carrie Pramuk-Volk
Interim, Chief Human Resources Officer

January 29, 2021
Contact Tracing – Hiring Snapshot

CCH & Hektoen Positions

As of 01/22/2021
Contact Tracing – Hiring Snapshot

Cook County Health – 386 Positions  |  Hektoen – 117 Positions

As of 01/22/2021

Covid Positive Cases (Case Investigator work)
55,202 actionable COVID positive cases in Cook County
- 34.7% were called
- 23% were interviewed

Close Contacts (Contact Tracer work)
2,866 contacts identified in Cook County
- 82% were called
- 71% interviewed
Metrics
Fiscal Year 2020
FY 2020 CCH HR Activity Report
Thru 11/30/2020

FILLED POSITIONS
- 2019 Filled (833) | Externals (581)
- 2020 Filled (325) | Externals (246)

SEPARATIONS
- 2019 Separations (552)
- 2020 Separations (546)

NET
- External Hire - 246
- Separations - 546

Does not include Consultants, Registry and House Staff
FY 2020 Cook County Health HR Activity Report – Hiring Snapshot

Thru 11/30/2020

628 Positions in Recruitment

- Clinical Positions: 452 (72%)
- Non-Clinical Positions: 176 (28%)

438 (70%) of the positions in process, are in the post-validation phase

Count of positions:

- Pre-Recruiting: 19
- To be posted: 24
- Currently posted: 2
- In validation: 96
- Awaiting referral/repost: 68
- Interviews in Process: 217
- Offer being extended: 11
- Candidate in process: 77
- Hire date set: 133
- Vacancies Filled: 325

Shared Responsibility

Human Resources

Management

Finance / Human Resources

Shared Responsibility
Thru 11/30/2020
56 Positions in Process

- Pre-Recruiting: 0
- To be posted: 0
- Currently posted: 0
- In validation: 10
- Awaiting referral/post: 2
- Interviews in process: 24
- Offer being extended: 5
- Candidate in process: 7
- Hire date set: 8
- Vacancies Filled: 83

44 (78%) of the positions in process are in the post-validation phase.

Count of positions:

- 5 PCA

Shared Responsibility

Human Resources

Management

Human Resources

Shared Responsibility
FY 2020 Cook County Health HR Activity Report

Improve/Reduce Average Time to Hire*

Thru 11/30/2020

Average Time to Fill
(Without Credentialed\(^1\))

<table>
<thead>
<tr>
<th>Year</th>
<th>Goal</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY14</td>
<td>203</td>
<td>139</td>
</tr>
<tr>
<td>FY15</td>
<td>140</td>
<td>110</td>
</tr>
<tr>
<td>FY16</td>
<td>108</td>
<td>95.9</td>
</tr>
<tr>
<td>FY17</td>
<td>96.4</td>
<td>100</td>
</tr>
<tr>
<td>FY18</td>
<td>90</td>
<td>90</td>
</tr>
<tr>
<td>FY19</td>
<td>90</td>
<td>90</td>
</tr>
<tr>
<td>FY20</td>
<td>91</td>
<td>90</td>
</tr>
</tbody>
</table>

\(^1\)Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.
FY 2021 CCH HR Activity Report
Thru 12/31/2020

FILLED POSITIONS
- 2020 Filled (13) | Externals (10)
- 2021 Filled (55) | Externals (49)

SEPARATIONS
- 2020 Separations (108)
- 2021 Separations (109)

NET
- FY21 External Hire - 49 (31%)
- FY21 Separations - 109 (69%)

Does not include Consultants, Registry and House Staff
FY 2021 Cook County Health HR Activity Report – Hiring Snapshot

Thru 12/31/2020

611 Positions in Recruitment

384 (63%) of the positions in process, are in the post-validation phase

Clinical Positions 350 | 57%
Non-Clinical Positions 261 | 43%

Shared Responsibility
Human Resources
Management
Finance / Human Resources
Shared Responsibility

49 / 89% Externals

Count of positions

Clinical Positions
350 | 57%
Non-Clinical Positions
261 | 43%

Pre-Recruiting
To be posted
Currently posted
In validation
Awaiting referral/repost
Interviews in Process
Offer being extended
Candidate in process
Hire date set
Vacancies Filled

Clinical Positions
350
Non-Clinical Positions
261

Shared Responsibility
Human Resources
Management
Finance / Human Resources
Shared Responsibility

49 / 89% Externals

Count of positions

Budget
6
HR Position Control
8
Classification & Compensation
10
Labor
11

Pre-Recruiting
To be posted
Currently posted
In validation
Awaiting referral/repost
Interviews in Process
Offer being extended
Candidate in process
Hire date set
Vacancies Filled
FY 2021 Cook County Health HR Activity Report Nursing Hiring: CNI, CNII
Thru 12/31/2020

64 Positions in Process

- Pre-Recruiting: 14
- To be posted: 0
- Currently posted: 10
- In validation: 6
-Awaiting referral/post: 2
- Interviews in process: 24
- Offer being extended: 5
- Candidates in process: 8
- Hire date set: 9
- Vacancies Filled: 1

46 (72%) of the positions in process are in the post-validation phase.

Shared Responsibility
Human Resources
Management
Human Resources
Shared Responsibility

Count of positions
Average Time to Fill
(Without Credentialed)  

<table>
<thead>
<tr>
<th></th>
<th>Goal</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>FY14</td>
<td>203</td>
<td>139</td>
</tr>
<tr>
<td>FY15</td>
<td>140</td>
<td>110</td>
</tr>
<tr>
<td>FY16</td>
<td>95</td>
<td>108</td>
</tr>
<tr>
<td>FY17</td>
<td>90.9</td>
<td>95</td>
</tr>
<tr>
<td>FY18</td>
<td>90</td>
<td>96.4</td>
</tr>
<tr>
<td>FY19</td>
<td>90</td>
<td>100</td>
</tr>
<tr>
<td>FY20</td>
<td>90</td>
<td>91</td>
</tr>
<tr>
<td>FY21</td>
<td>90</td>
<td>116</td>
</tr>
</tbody>
</table>

1Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.
Thank you.