Human Resources Metrics

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Interim, Chief Human Resources Officer

March 26, 2021
COVID 19 Response
Contact Tracing
Volunteer/Unpaid Workforce
# Contact Tracing – Hiring Snapshot

## CCH & Hektoen Positions Hired 290

- **32%** | 137 of 427 Positions in Process

As of 02/28/2021

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### Contact Tracing – Hiring Snapshot

<table>
<thead>
<tr>
<th>Pre-Recruiting</th>
<th>To Be Posted</th>
<th>Currently Posted</th>
<th>In Validation</th>
<th>Awaiting Referral /RePost</th>
<th>Interviews In Process</th>
<th>Offer Being Extended</th>
<th>Candidate In Process</th>
<th>Hire Date Set</th>
<th>Vacancies Filled</th>
</tr>
</thead>
</table>
Contact Tracing – Hiring Snapshot

Year to Date Hires - 290

Cook County Health Hires (229)

- Case Investigators (24) - 10%
- Contact Tracers (197) - 86%
- Other (6) - 3%
- Supervisors & Managers (2) - 1%

Hektoen Hires (61)

- Case Investigators (44) - 72%
- Contact Tracers (9) - 15%
- Other (3) - 5%
- Supervisors & Managers (5) - 8%

Thru 02/28/2021
FY 2021 CCH HR Activity Report

Thru 02/28/2021

FILLED POSITIONS

- 2020 Filled (68) | Externals (46)
- 2021 Filled (232) | Externals (202)

SEPARATIONS

- 2020 Separations (172)
- 2021 Separations (195)

NET

- 2020 Separations - 172
- 2021 Separations - 195

- FY21 External Hire - 202 | 50%
- FY21 Separations - 195 | 50%

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

Thru 02/28/2021

676 Positions in Recruitment

Clinical Positions 393 | 58%
Non-Clinical Positions 283 | 42%

431 (64%) of the positions in process, are in the post-validation phase

202 / 87% Externals

Count of positions

<table>
<thead>
<tr>
<th>Category</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hiring Mgr</td>
<td>75</td>
</tr>
<tr>
<td>HR Position Control</td>
<td>41</td>
</tr>
<tr>
<td>Classification &amp; Compensation</td>
<td>88</td>
</tr>
<tr>
<td>Labor</td>
<td>45</td>
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<tr>
<td>Pre-Recruiting</td>
<td>71</td>
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<tr>
<td>To be posted</td>
<td>210</td>
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<tr>
<td>Currently posted</td>
<td>48</td>
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<tr>
<td>In validation</td>
<td>84</td>
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<tr>
<td>Awaiting referral/repost</td>
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<tr>
<td>Interviews in Process</td>
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<tr>
<td>Offer being extended</td>
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<tr>
<td>Candidate in process</td>
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<td>Hire date set</td>
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<tr>
<td>Vacancies Filled</td>
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</tr>
</tbody>
</table>
FY 2021 Cook County Health HR Activity Report Nursing Hiring: CNI, CNII

Thru 02/28/2021

117 Positions in Process

83 (71%) of the positions in process are in the post-validation phase

Count of positions

Classification & Compensation

Pre-Recruiting 12
To be posted 2
Currently posted 21
In validation 10
Awaiting referral/post 1
Interviews in Process 60
Offer being extended 1
Candidate in process 13
Hire date set 9
Vacancies Filled 12

Shared Responsibility
Human Resources
Management
Human Resources
Shared Responsibility

Does not include Consultants, Registry and House Staff
Average Time to Fill
(Without Credentialed\(^2\))

Thru 02/28/2021

<table>
<thead>
<tr>
<th>Year</th>
<th>Goal</th>
<th>Actual</th>
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<tbody>
<tr>
<td>FY14</td>
<td>203</td>
<td>139</td>
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<tr>
<td>FY19</td>
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<td>90</td>
</tr>
<tr>
<td>FY20</td>
<td>90</td>
<td>90</td>
</tr>
<tr>
<td>FY21</td>
<td>90</td>
<td>90</td>
</tr>
</tbody>
</table>

\(^2\)Credentialed Positions: Physicians, Psychologist, Physician Assistant I and Advanced Practice Nurses.
Thank you.