FY 2021 CCH HR Activity Report

Thru 03/31/2021

FILLED POSITIONS
- 2020 Filled (95) | Externals (68)
- 2021 Filled (299) | Externals (246)

SEPARATIONS
- 2020 Separations (195)
- 2021 Separations (231)

NET
- FY21 External Hire - 246 | 50%
- FY21 Separations - 231 | 50%

Deceased
- FY20 (195) 4
- FY21 (231) 5

Discharged
- FY20 (195) 19
- FY21 (231) 15

Resignation
- FY20 (195) 68
- FY21 (231) 102

Retirement
- FY20 (195) 104
- FY21 (231) 109

Does not include Consultants, Registry and House Staff
CCH HR Activity Report – Vacancy : 1,264

- Cook County Health started FY 2021 with 1,117 vacancies

**FY 2021 End of Quarter Vacancy**

- BUDGET: 12%
  - Awaiting Funding
  - Increase Funding
  - Position not approved by Department of Budget Management Services (DBMS)

- HUMAN RESOURCES: 35%
  - Position Control Analyst
  - Classification & Compensation
  - Recruitment – In Process

- HIRING DEPARTMENT: 53%
  - No Request to Hire submitted for posting
  - Actively Recruited Position
  - Interview in Process
  - Incomplete Request to Hire
  - Position on Hold

- LABOR: 0.2%
  - AFSCME 1111

As of 03/21/2021
FY 2021 Cook County Health HR Activity Report – Hiring Snapshot

**Thru 03/31/2021**

- **Clinical Positions**: 481 (58%)
- **Non-Clinical Positions**: 346 (42%)

**827 Positions in Recruitment**

- 385 (46%) of the positions in process are in the post-validation phase.

**Count of positions**

- **HR Position Control**: 12
- **Classification & Compensation**: 34
- **Labor**: 3
- **Pre-Recruiting**: 49
- **To be posted**: 68
- **Currently posted**: 284
- **In validation**: 72
- **Awaiting referral/repost**: 18
- **Interviews in process**: 180
- **Offer being extended**: 53
- **Candidate in process**: 67
- **Hire date set**: 85
- **Vacancies Filled**: 299

**Shared Responsibility**

Does not include Consultants, Registry and House Staff
Contact Tracing – Hiring Snapshot

CCH & Hektoen Positions Hired 310

As of 03/31/2021

30% | 132 of 442 Positions in Process

4% Pre-Recruiting
5% To Be Posted
13% Currently Posted
58% In Validation
31% Awaiting Referral/RePost
1% Interviews In Process
1% Offer Being Extended
1% Candidate In Process
1% Hire Date Set
79% Vacancies Filled

Hektoen
Pre-Recruiting: 0
To Be Posted: 0
Currently Posted: 0
In Validation: 0
Awaiting Referral/RePost: 0
Interviews In Process: 0
Offer Being Extended: 0
Candidate In Process: 0
Hire Date Set: 0
Vacancies Filled: 61

Cook County Health
Pre-Recruiting: 0
To Be Posted: 5
Currently Posted: 0
In Validation: 7
Awaiting Referral/RePost: 0
Interviews In Process: 77
Offer Being Extended: 41
Candidate In Process: 1
Hire Date Set: 1
Vacancies Filled: 249
FY 2021 Cook County Health HR Activity Report Nursing Hiring: CNI, CNII

Thru 03/31/2021

151 Positions in Process

67 (44%) of the positions in process are in the post-validation phase

Count of positions:
- Pre-Recruiting: 16
- To be posted: 9
- Currently posted: 66
- In validation: 9
- Awaiting referral/post: 0
- Interviews in process: 28
- Offer being extended: 9
- Candidate in process: 21
- Hire date set: 9
- Vacancies Filled: 42

Shared Responsibility
Human Resources
Management
Human Resources
Shared Responsibility

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

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