

Q3 2025 Summary Recruitment Posting Phase Cycle Times Report
June 2025 - August 2025

Bureau	Req. Identifier	Name	Average Pre-Posting Phase Cycle Time* (RTH and Approval to Post)	Recruitment Cycle Time* (Posting to Offer Accepted)	Onboarding Cycle Time* (Offer Accepted to Start Date)	Cycle Time Explanation (When Higher Than Average)	Additional Details
			Data not tracked at Cook County. No industry standards available to use for comparison purposes.	Cook County OUP Full Cycle Recruiting and Onboarding Phase Average: 90 Days			
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Public Defender	136004	SUPERVISOR, LEGAL SERVICES (PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	140	16	Recruiting Process Impacts	Interview Documentation
Public Defender	136004	SUPERVISOR, LEGAL SERVICES (PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	140	16	Recruiting Process Impacts	Interview Documentation
Bureau of Finance	136397	FIELD AUDITOR III (DEPARTMENT OF REVENUE) AFSCME 3696	7	67	16	County Approvals	Offer Drafts
Public Defender	136004	SUPERVISOR, LEGAL SERVICES (PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	139	16	Recruiting Process Impacts	Interview Documentation
Bureau of Finance	136379	BUDGET ANALYST (BUDGET & MANAGEMENT SERVICES)	7	57	27		
Public Defender	136004	SUPERVISOR, LEGAL SERVICES (PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	139	16	Recruiting Process Impacts	Interview Documentation
Bureau of Human Resources	136349	DATA ANALYST - DEPARTMENT OF LABOR RELATIONS	7	77	20	Talent Market Impacts	Extended Acceptance Determination
Public Defender	136004	SUPERVISOR, LEGAL SERVICES (PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	139	16	Recruiting Process Impacts	Interview Documentation
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Public Defender	136004	SUPERVISOR, LEGAL SERVICES (PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	138	16	Recruiting Process Impacts	Interview Documentation
Public Defender	136003	ASSISTANT PUBLIC DEFENDER I-AFSCME 3315 (OFFICE OF THE PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	115	11	Recruiting Process Impacts	Interview Documentation
Public Defender	136003	ASSISTANT PUBLIC DEFENDER I-AFSCME 3315 (OFFICE OF THE PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	11	10		
Bureau of Finance	136397	FIELD AUDITOR III (DEPARTMENT OF REVENUE) AFSCME 3696	7	71	16	Recruiting Process Impacts	Multiple Vacancies
Bureau of Finance	136291	CERTIFICATION COMPLIANCE OFFICER (CHIEF PROCUREMENT OFFICE) SEIU 73	7	70	32	Recruiting Process Impacts / Onboarding Process Impacts	Interview Documentation/ Planned Delayed Start
Public Defender	136003	ASSISTANT PUBLIC DEFENDER I-AFSCME 3315 (OFFICE OF THE PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	11	10		
Public Defender	136003	ASSISTANT PUBLIC DEFENDER I-AFSCME 3315 (OFFICE OF THE PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	11	10		

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Bureau of Finance	135671	CONTRACT NEGOTIATOR (CHIEF PROCUREMENT OFFICE) - SEIU 73	7	109	17	Recruiting Process Impacts	Interview Documentation
Bureau of Technology	136480	PROJECT MANAGER - BUREAU OF TECHNOLOGY - SEIU LOCAL 73	7	75	19	Recruiting Process Impacts	Interview Documentation
Public Defender	136003	ASSISTANT PUBLIC DEFENDER I-AFSCME 3315 (OFFICE OF THE PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	11	10		
Bureau of Finance	135671	CONTRACT NEGOTIATOR (CHIEF PROCUREMENT OFFICE) - SEIU 73	7	109	17	Recruiting Process Impacts	Interview Documentation
Public Defender	136003	ASSISTANT PUBLIC DEFENDER I-AFSCME 3315 (OFFICE OF THE PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	11	10		
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Bureau of Asset Management	136635	JANITOR II (DEPARTMENT OF FACILITIES MANAGEMENT) - SEIU 73 - LOCATION COUNTYWIDE	7	63	25	Recruiting Process Impacts	Interview Documentation
Bureau of Finance	136518	CENTRAL PAYROLL PROCESSOR II (COMPTROLLER'S OFFICE) - SEIU 73	7	47	28		

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Bureau of Finance	135671	CONTRACT NEGOTIATOR (CHIEF PROCUREMENT OFFICE) - SEIU 73	7	112	28	Recruiting Process Impacts	Interview Documentation
Bureau of Finance	135671	CONTRACT NEGOTIATOR (CHIEF PROCUREMENT OFFICE) - SEIU 73	7	112	28	Recruiting Process Impacts	Interview Documentation
Bureau of Finance	136228	SENIOR PROJECT MANAGER (OFFICE OF THE CHIEF FINANCIAL OFFICER) - ACTIVELY RECRUITED	7	107	35	Recruiting Process Impacts / Onboarding Process Impacts	Interview Documentation / Pre-employment Screening
Bureau of Administration	136423	OPERATING ENGINEER I (DEPARTMENT OF FACILITIES MANAGEMENT) - COUNTYWIDE - OPR ENG -399	7	76	27	County Approvals	Eligibility Lists/Referral Memos
Bureau of Finance	135671	CONTRACT NEGOTIATOR (CHIEF PROCUREMENT OFFICE) - SEIU 73	7	112	33	Recruiting Process Impacts / Onboarding Process Impacts	Interview Documentation / Planned Delayed Start
Bureau of Finance	00135671	CONTRACT NEGOTIATOR (CHIEF PROCUREMENT OFFICE) - SEIU 73	7	113	69	Recruiting Process Impacts/ Onboarding Impacts	Interview Documentation / Planned Start Delays
Public Defender	00136003	ASSISTANT PUBLIC DEFENDER I-AFSCME 3315 (OFFICE OF THE PUBLIC DEFENDER) ACTIVELY RECRUITED-VARIOUS LOCATIONS	7	67	59	Talent Market Impacts	Applicant interest/Multiple Offers
Bureau of Finance	00136081	GRANT COMPLIANCE SPECIALIST (OFFICE OF ECONOMIC DEVELOPMENT)	7	76	41	Recruiting Process Impacts/ Onboarding Impacts	Interview Documentation / Planned Start Delays
Bureau of Human Resources	00136213	MANAGER, EARLY TALENT PROGRAMS - BUREAU OF HUMAN RESOURCES (ACTIVELY RECRUITED)	7	76	69	Recruiting Process Impacts / Onboarding Process Impacts	Interview Documentation / Planned Start Delays
Bureau of Administration	00136398	MANAGER, PROJECT STUDIES (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) ACTIVELY RECRUITED	7	158	10	Talent Market Impacts/ County Approvals	Applicant interest/Multiple Offers / DTH Submittal
Bureau of Asset Management	00136423	OPERATING ENGINEER I (DEPARTMENT OF FACILITIES MANAGEMENT) - COUNTYWIDE - OPR ENG -399	7	75	48	Talent Market Impacts/ Onboarding Impacts	Applicant interest/Multiple Offers / DTH Submittal / Pre-employment screening
Bureau of Finance	00136428	GRANT COMPLIANCE SPECIALIST (OFFICE OF THE JUSTICE ADVISORY COUNCIL)	7	85	33	Talent Market Impacts / Onboarding Impacts	Applicant interest/Revisions and Repost / Planned Delayed Start
Bureau of Administration	00136494	HIGHWAY ENGINEER I (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) -SEIU 73	7	110	42	Talent Market Impacts /Recruiting Process Impacts / Onboarding Impacts	Applicant interest/Multiple Offers / Interview Documentation / Planned Delayed Starts
Bureau of Administration	00136494	HIGHWAY ENGINEER I (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) -SEIU 73	7	110	42	Talent Market Impacts /Recruiting Process Impacts / Onboarding Impacts	Applicant interest/Multiple Offers / Interview Documentation / Planned Delayed Starts
Bureau of Administration	00136494	HIGHWAY ENGINEER I (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) -SEIU 73	7	110	42	Talent Market Impacts /Recruiting Process Impacts / Onboarding Impacts	Applicant interest/Multiple Offers / Interview Documentation / Planned Delayed Starts
Bureau of Administration	00136494	HIGHWAY ENGINEER I (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) -SEIU 73	7	111	41	Talent Market Impacts /Recruiting Process Impacts / Onboarding Impacts	Applicant interest/Multiple Offers / Interview Documentation / Planned Delayed Starts

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Bureau of Administration	00136494	HIGHWAY ENGINEER I (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) -SEIU 73	7	110	42	Talent Market Impacts /Recruiting Process Impacts / Onboarding Impacts	Applicant interest/Multiple Offers / Interview Documentation / Planned Delayed Starts
Bureau of Administration	00136494	HIGHWAY ENGINEER I (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) -SEIU 73	7	112	54	Talent Market Impacts /Recruiting Process Impacts / Onboarding Impacts	Applicant interest/Multiple Offers / Interview Documentation / Planned Delayed Starts
Bureau of Economic Development	00136495	LEAD PROGRAM MANAGER (BUREAU OF ECONOMIC DEVELOPMENT)	7	72	18	Recruiting Process Impacts	Interview Documentation
Bureau of Finance	136520	ASSOCIATE GRANT ANALYST (COMPTROLLER'S OFFICE)	7	118	26	Recruiting Process Impacts	Interview Documentation
Bureau of Economic Development	00136541	CIVIL ENGINEER PLAN EXAMINER (OFFICE OF BUILDING AND ZONING)	7	71	27	Talent Market Impacts	Applicant interest/Multiple Offers
Bureau of Administration	136553	MOTOR VEHICLE DRIVER (ROAD REPAIRMAN) (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) - TEAMSTER LOCAL 700 - COUPE	7	1	26		
Bureau of Asset Management	00136733	PLUMBER (DEPARTMENT OF FACILITIES MANAGEMENT) LOCATION 2650 S. CALIFORNIA - COUPE - PLMBR 130	7	1	64	Onboarding Process Impacts	Planned Delayed Start
Bureau of Asset Management	00136757	OPERATING ENGINEER TRAINEE - DEPARTMENT OF FACILITIES MANAGEMENT OPR ENG 399	7	1	20		
Bureau of Finance	136770	REVENUE ASSESSMENT ANALYST I (DEPARTMENT OF REVENUE) AFSCME 3696	7	1	29		
Bureau of Technology	00136944	TELECOMMUNICATIONS ELECTRICIAN - BUREAU OF TECHNOLOGY (COUPE IBEW 134)	7	1	29		
Bureau of Asset Management	00136950	SUPERVISOR, CUSTODIAL SERVICES (DEPARTMENT OF FACILITIES MANAGEMENT) COUNTYWIDE	7	67	26	Recruiting Process Impacts	Interview Documentation
Land Bank	00136953	PLANNING ANALYST - COOK COUNTY LAND BANK AUTHORITY	7	75	12	Recruiting Process Impacts	Interview Documentation
Bureau of Asset Management	136973	PLUMBER (DEPARTMENT OF FACILITIES MANAGEMENT) LOCATION 2650 S. CALIFORNIA - COUPE - PLMBR 130	7	55	25		
Bureau of Asset Management	00136986	ELECTRICAL INSPECTOR (DEPARTMENT OF BUILDING AND ZONING) COUPE-IBEW 134	7	70	24	Talent Market Impacts	Applicant interest/Multiple Offers
Bureau of Asset Management	00136991	JANITOR II (DEPARTMENT OF FACILITIES MANAGEMENT) - SEIU 73 - LOCATION COUNTYWIDE	7	1	38		
Bureau of Asset Management	00136991	JANITOR II (DEPARTMENT OF FACILITIES MANAGEMENT) - SEIU 73 - LOCATION COUNTYWIDE	7	1	20		

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Bureau of Asset Management	00136991	JANITOR II (DEPARTMENT OF FACILITIES MANAGEMENT) - SEIU 73 - LOCATION COUNTYWIDE	7	1	42	Onboarding Process Impacts	Planned Start Delay/Pre-employment Screening
Bureau of Asset Management	00136991	JANITOR II (DEPARTMENT OF FACILITIES MANAGEMENT) - SEIU 73 - LOCATION COUNTYWIDE	7	1	17		
Bureau of Asset Management	00137061	OPERATING ENGINEER I (DEPARTMENT OF FACILITIES MANAGEMENT) - COUNTYWIDE - OPR ENG -399	7	82	28	County Approvals	Eligibility Lists/Referral Memos
Bureau of Asset Management	00137218	STEAMFITTER (DEPARTMENT OF FACILITIES MANAGEMENT) COUPE PIPE 597	7	1	27		
Bureau of Asset Management	00137326	ELECTRICIAN (DEPARTMENT OF FACILITIES MANAGEMENT) IBEW LOCAL 134 COUPE	7	1	28		

Explanation Legend	Talent Market Impacts	County Approvals	Recruiting Process Impacts	Onboarding Process Impacts	R&H Capacity
	Talent market challenges resulted in postings receiving no applicants, no qualified applicants, multiple offers extended, or applicants that declined	DTH Submittal - Delay in submitting completed DTH	Interview Documentation - Interview scheduling and supporting documentation were delayed	Planned Start Delay - Start date was set for a future date or delayed by the new hire due to notice to current employer or relocation	Scheduling - Department or BHR scheduling for critical meetings related to R&H process
	Extended Acceptance Determination - Salary negotiations	Eligibility Lists/Referral Memos - Delay in receiving approved "Eligible Lists" for validating applicant qualifications	Multiple Vacancies - Job posting was for multiple vacancies and required more than one offer	Pre-employment Screening - Receipt or review of pre-employment screening information caused delay	Workload - Number of jobs in queue was heavy and caused a delay
	Applicant Interest/Revisions and Repost Talent market challenges resulted in repostings and changes to job descriptions	Offer Drafts - Delay in approving final offer letter for issuance to selected applicant		Document Return Delay - Delay in submission of onboarding documents by new hire	
		Posting Drafts - Delay in approving job posting drafts for publication to Cook County jobs sites		Accommodation Request - New hire request for an accommodation caused a delay in onboarding	
		RTH Submittal - Incomplete or incorrect RTH submittals		Future Hires - Positions where industry standards dictate recruiting in advance of the established start date	