

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.	National Public Sector Full Cycle Recruiting and Onboarding Phase Average: 119 Days			
				Cook County OUP Full Cycle Recruiting and Onboarding Phase Average: 90 Days			
Public Defender	00135534	PRE-LICENSED ASSISTANT PUBLIC DEFENDER (OFFICE OF THE PUBLIC DEFENDER) ACTIVELY RECRUITED- VARIOUS LOCATIONS	7	100	59	Recruiting Process Impacts/Onboarding Process Impacts	Interview Documentation/Planned Start Delay
Public Defender	00135534	PRE-LICENSED ASSISTANT PUBLIC DEFENDER (OFFICE OF THE PUBLIC DEFENDER) ACTIVELY RECRUITED- VARIOUS LOCATIONS	7	100	59	Recruiting Process Impacts/Onboarding Process Impacts	Interview Documentation/Planned Start Delay
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Bureau of Asset Management	00136423	OPERATING ENGINEER I (DEPARTMENT OF FACILITIES MANAGEMENT) - COUNTYWIDE - OPR ENG -399 MOTOR VEHICLE DRIVER (ROAD REPAIRMAN) (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS)- TEAMSTER LOCAL 700 - COUPE	7	75	69	County Approvals/Onboarding Process Impacts	DTH Submittal/Pre-employment Screening
Bureau of Administration	00136553		7	76	30	Recruiting Process Impacts	Mutiple Vacancies

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Bureau of Finance	00137172	FIELD AUDITOR III (DEPARTMENT OF REVENUE) AFSCME 3696	7	132	27	Talent Market Impact	Applicant interest/Multiple Offers
Bureau of Administration	00137321	HIGHWAY ENGINEER I (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) -SEIU 73	7	78	25	Talent Market Impact	Applicant interest/Multiple Offers
Bureau of Administration	00137901	(DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) - TEAMSTER LOCAL 700 - COUPE	7	1	25		
Bureau of Technology	00137525	SENIOR INFORMATION SECURITY SPECIALIST - BUREAU OF TECHNOLOGY (ACTIVELY RECRUITED)	7	70	27	County Approvals	DTH Submittal
Bureau of Finance	00136334	PERFORMANCE MANAGEMENT ANALYST (OFFICE OF CHIEF FINANCIAL OFFICER)	7	85	18	Talent Market Impact	Applicant interest/Multiple Offers
Bureau of Asset Management	00137913	ARCHITECTURAL IRON WORKER (DEPARTMENT OF FACILITIES MANAGEMENT) COUPE ARCHT IRON WKR 63 COUNTYWIDE	7	1	28		
Bureau of Asset Management	00137061	OPERATING ENGINEER I (DEPARTMENT OF FACILITIES MANAGEMENT) - COUNTYWIDE - OPR ENG -399	7	1	26		
Bureau of Asset Management	00137061	OPERATING ENGINEER I (DEPARTMENT OF FACILITIES MANAGEMENT) - COUNTYWIDE - OPR ENG -399	7	1	55	Onboarding Process Impacts	Planned Start Delay
Bureau of Asset Management	00137061	OPERATING ENGINEER I (DEPARTMENT OF FACILITIES MANAGEMENT) - COUNTYWIDE - OPR ENG -399	7	1	55	Onboarding Process Impacts	Planned Start Delay
Bureau of Asset Management	00137478	ADMINISTRATIVE ASSISTANT III (DEPARTMENT OF FACILITIES MANAGEMENT) COUNTYWIDE	7	97	14	County Approvals	Eligibility Lists/Referral Memos
Bureau of Asset Management	00136950	SUPERVISOR, CUSTODIAL SERVICES (DEPARTMENT OF FACILITIES MANAGEMENT) COUNTYWIDE	7	85	48	Talent Market Impact/Onboarding Proce Impacts	Applicant interest/Multiple Offers/Planned Start Delay
Bureau of Asset Management	00137581	ELECTRICIAN (DEPARTMENT OF FACILITIES MANAGEMENT) IBEW LOCAL 134 COUPE	7	1	27		
Bureau of Asset Management	00137326	ELECTRICIAN (DEPARTMENT OF FACILITIES MANAGEMENT) IBEW LOCAL 134 COUPE	7	1	52	Onboarding Process Impacts	Pre-employment Screening/Document Return Delay
Bureau of Finance	00137306	SUPERVISOR, PAYROLL (COMPTROLLER) ACTIVELY RECRUITED	7	68	49	County Approvals/Onboarding Process Impacts	DTH Submittal/Planned Start Delay
Bureau of Human Resources	00137795	SUPERVISOR, TALENT ACQUISITION (BUREAU OF HUMAN RESOURCES) - ACTIVELY RECRUITED	7	1	26		
Bureau of Human Resources	00137282	ASSOCIATE LABOR RELATIONS SPECIALIST (DEPARTMENT OF LABOR RELATIONS)	7	73	40	County Approvals/Onboarding Process Impacts	DTH Submittal/Planned Start Delay
Bureau of Finance	136894	INVESTIGATION COORDINATOR (DEPARTMENT OF REVENUE) AFSCME 3696	7	110	24	Talent Market Impact	Applicant interest/Multiple Offers
Bureau of Administration	136494	HIGHWAY ENGINEER I (DEPARTMENT OF TRANSPORTATION AND HIGHWAYS) -SEIU 73	7	111	60	Talent Market Impact/Onboarding Process Impacts	Applicant interest/Multiple Offers/Planned Start Delay
Bureau of Finance	00137237	ASSOCIATE DIRECTOR, CAPITAL BUDGETING (DEPARTMENT OF BUDGET & MANAGEMENT SERVICES) ACTIVELY RECRUITED	7	63	39	County Approvals/Onboarding Process Impacts	DTH Submittal/Planned Start Delay
Bureau of Finance	00137364	SENIOR GRANT ANALYST (DEPARTMENT OF BUDGET & MANAGEMENT SERVICES)	7	52	33	Onboarding Process Impacts	Planned Start Delay
Bureau of Human Resources	00136212	EARLY TALENT PROGRAM SPECIALIST - BUREAU OF HUMAN RESOURCES	7	42	26		
Justice Advisory Council	136428	GRANT COMPLIANCE SPECIALIST (OFFICE OF THE JUSTICE ADVISORY COUNCIL)	7	34	28	Talent Market Impact	Applicant interest/Multiple Offers
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Public Defender	00136324	PARALEGAL-AFSCME 3696 (OFFICE OF THE PUBLIC DEFENDER) Rolling Meadows and Skokie	7	1	19		
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Bureau of Asset Management	00137217	WINDOW WASHER I - (DEPARTMENT OF FACILITIES MANAGEMENT) SEIU 73 - COUNTYWIDE	7	51	3	Talent Market Impact	Applicant interest/Multiple Offers

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Bureau of Finance	00136601	SUPERVISOR, AUDIT (DEPARTMENT OF REVENUE)- ACTIVELY RECRUITED	7	90	13	Talent Market Impact	Applicant interest/Multiple Offers
Bureau of Administration	00136891	DATA ANALYST (BUDGET & MANAGEMENT SERVICES)	7	80	31	Talent Market Impact/Onboarding Proces Impacts	Applicant interest/Multiple Offers/Planned Start Delay
Bureau of Administration	00136968	MANAGER, EMERGENCY OPERATIONS (DEPARTMENT OF EMERGENCY MANAGEMENT & REGIONAL SECURITY) ACTIVELY RECRUITED	7	83	27	Recruiting Process Impacts	Interview Documentation
Bureau of Asset Management	00136908	JANITOR I PART-TIME (DEPARTMENT OF FACILITIES MANAGEMENT) - LAGRANGE PARK, IL- SEIU 73	7	114	25	Talent Market Impact	Applicant interest/Multiple Offers
Bureau of Human Resources	00136726	SENIOR HRIS ANALYST - BUREAU OF HUMAN RESOURCES (ACTIVELY RECRUITED)	7	80	27	Recruiting Process Impacts	Interview Documentation
Bureau of Human Resources	136247	ASSOCIATE DIRECTOR, CLASSIFICATION AND COMPENSATION (BUREAU OF HUMAN RESOURCES) - ACTIVELY RECRUITED	7	91	14	Recruiting Process Impacts	Interview Documentation
Bureau of Human Resources	136099	SENIOR PROJECT MANAGER (BUREAU OF HUMAN RESOURCES) - ACTIVELY RECRUITED	7	113	26	Recruiting Process Impacts	Interview Documentation
Bureau of Asset Management	00136736	ARCHITECTURAL IRON WORKER (DEPARTMENT OF FACILITIES MANAGEMENT) COUPE ARCHT IRON WKR 63 COUNTYWIDE	7	104	28	Recruiting Process Impacts	Interview Documentation
Bureau of Finance	00136882	ACCOUNTS PAYABLE SPECIALIST III (COMPTROLLER'S OFFICE) SEIU 73	7	74	59	County Approvals/Onboarding Process Impacts	Eligibility Lists/Referral Memos/Planned Start Delay/Pre-employment Screening

Explanation Legend Additional Details	Talent Market Impacts	County Approvals	Recruiting Process Impacts	Onboarding Process Impacts	R&H Capacity
	Applicant interest/Multiple Offers - Talent market challenges resulted in postings receiving no applicants, no qualified applicants, multiple offers extended, or applicants that declined Cook County offer(s)	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.	