

**PROPOSED SUBSTITUTE TO FILE 23-1460
(Workforce, Housing and Community Development Committee 3/14/2023)**

Sponsored by: BRIDGET GAINER, FRANK J. AGUILAR, ALMA E. ANAYA, BRIDGET DEGNEN, MONICA GORDON, JOSINA MORITA, DONNA MILLER and MAGGIE TREVOR, Cook County Board of Commissioners

PROPOSED RESOLUTION

REQUIRING A QUARTERLY REPORT AND ANALYSIS REGARDING VACANCY TIMELINE FOR THE BUREAU OF HUMAN RESOURCES HIRING PIPELINE

WHEREAS, Cook County government employs a vast, diverse workforce of more than 23,000 employees, and;

WHEREAS, mirroring national trends of challenges with hiring and retention following the COVID-19 pandemic, Cook County Government currently has many vacancies and has experienced challenges within the hiring process, and;

WHEREAS, the Bureau of Human Resources (hereafter, BHR) reported that the full hiring and onboarding process takes an average of 90 days, and hiring contingencies may extend the process for County departments depending on operational need, therefore, many positions may remain vacant for periods of time longer than 90 days or may be subject to internal delays delaying the hiring process, and;

WHEREAS, the County Board has inadequate information to review and assess the end-to-end sequencing process and associated timeline of the County's internal hiring practices. The County Board needs this information to better understand vacancies, budgeting and internal delays in hiring; and

WHEREAS, for the workforce to properly function and perform services essential to the well-being of Cook County's 5.2 million residents, the County's hiring processes must operate efficiently and expeditiously, and;

WHEREAS, having a clear understanding of the steps in the hiring process and the complete timeline from start to finish in hiring individuals into County agencies will help County officials understand trends in vacancies and highlight internal inconsistencies or areas for improvement thereby reducing hiring delays; and

WHEREAS, to ensure streamlined continuity of County operations and functions, while ensuring the County is attracting new talent to diversify its workforce, it is imperative for the Board of Commissioners to have a transparent account and comprehensive understanding of the hiring process.

THEREFORE BE IT RESOLVED, that beginning with BHR and exploring the extension to the human resource officers for each County agency in subsequent years, the BHR shall report to the County Board quarterly on its timeline of hiring beginning at the June 2023 Cook County Board meeting; that when generating the hiring time, the report identify the hiring time starting with the date the request to fill the position is first submitted to BHR and ending with the date of an employee's first day of employment; and

THEREFORE BE IT FURTHER RESOLVED, the report shall be first submitted to the County Board at the County's June, 2023 County Board meeting and quarterly thereafter to be received and filed; and

THEREFORE IT BE FURTHER RESOLVED, that the Board of Commissioners shall discuss the reports to discuss the analysis ask questions about any particular issues or process delays that arise.