

Minutes of the Meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System (CCHHS) held Thursday, March 6, 2025 at the hour of 11:30 A.M., at 1950 West Polk Street, Room 5301, in Chicago, Illinois.

I. Attendance/Call to Order

Chair Garza called the meeting to order.

Present: Chair Raul Garza and Directors Joseph Harrington (Substitute Member) and Maya Green, MD, MPH, FACHE (3)

Absent: Directors Sam A Robinson, III, PhD and Tanya R. Sorrell, PhD, PMHNP-BC (2)

Additional attendees and/or presenters were:

Win Buren – Chief Human Resources Officer
Jeff McCutchan - General Counsel
Erik Mikaitis, MD – Chief Executive Officer

Alisha Patel – Assistant General Counsel
Deborah Santana – Secretary to the Board

The next regular meeting of the Human Resources Committee is scheduled for Thursday, May 8, 2025 at 11:30 A.M.

II. Public Speaker Testimony

There was no public testimony presented.

III. Report from Chief Human Resources Officer (Attachment #1)

Win Buren, Chief Human Resources Officer, provided an overview of the Report, which included information on the following subjects. The Committee reviewed and discussed the information.

- FY2025 Metrics
- FY25 CCH HR Activity Report
- Current State of Separation
- Current State of Nursing
- Current State of Agency Usage

IV. Action Items

A. Minutes of the Human Resources Special Committee Meeting, January 9, 2025

Chair Garza inquired whether any corrections needed to be made to the minutes.

Director Garza, seconded by Director Harrington, moved to accept the January 9, 2025 Human Resources Committee Special Meeting Minutes. THE MOTION CARRIED UNANIMOUSLY.

B. Any Action Items listed under Sections IV and V

V. Closed Meeting Items

- A. Discussion of personnel matters**
- B. Update on labor negotiations**
- C. Discussion of litigation matters**

The Committee did not recess into a closed meeting.

VI. Adjourn

As the agenda was exhausted, Chair Garza declared the meeting ADJOURNED.

Respectfully submitted,
Human Resources Committee of the
Board of Directors of the
Cook County Health and Hospitals System

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Raul Garza, Chair

Attest:

XXXXXXXXXXXXXXXXXXXXXXXXXXXX
Deborah Santana, Secretary

Cook County Health and Hospitals System
Minutes of the Human Resources Committee Meeting
March 6, 2025

ATTACHMENT #1

Human Resources Committee Report

Win Buren, Chief Human Resources Officer

March 6, 2025



COOK COUNTY
HEALTH

FY 2025 Metrics

Hiring Impact

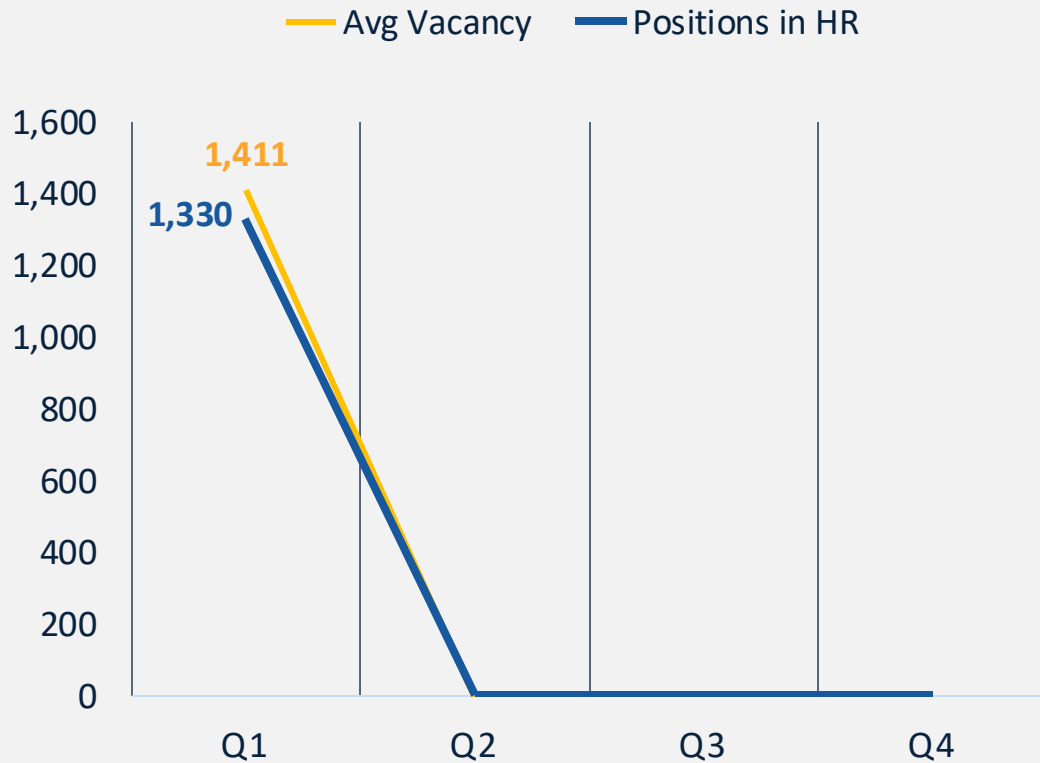


FY25 CCH HR Activity Report

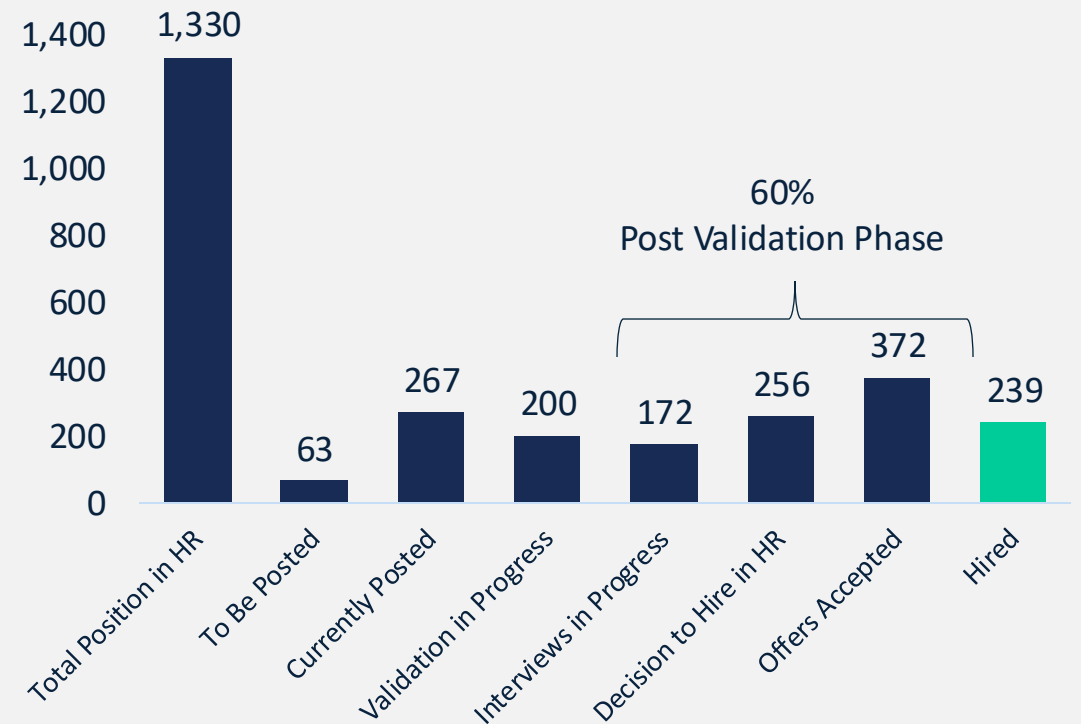
As of 02/28/2025



Vacant Positions



Positions in Process



FY25 CCH HR Activity Report

12/01/2024 thru 02/28/2025



Filled Positions

239

Total Filled Positions YTD

81% Offer Acceptance Ratio



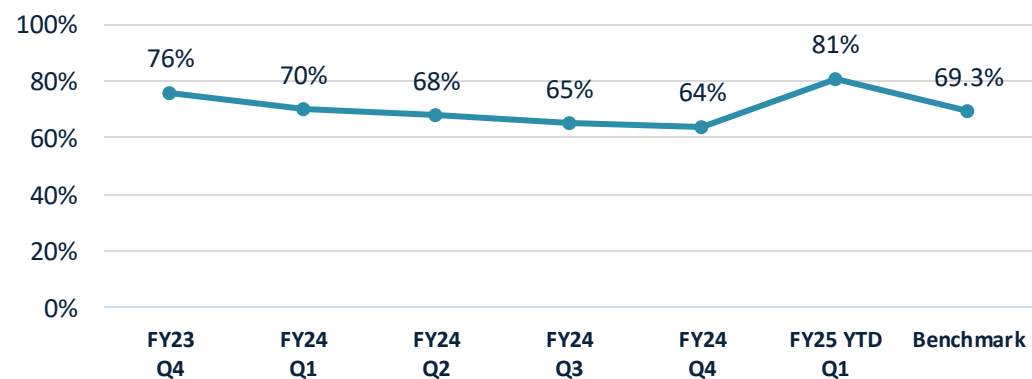
External Filled Velocity

157

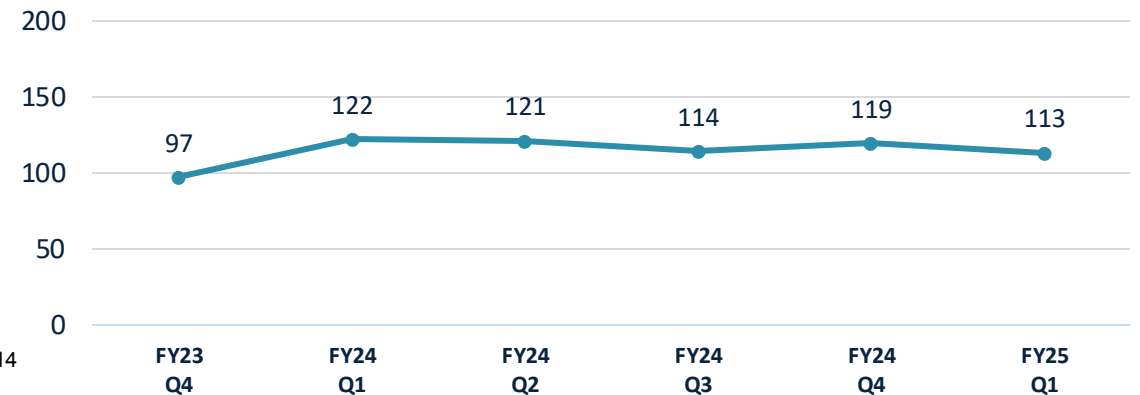
Total External Filled Positions

113 Days Overall Time to Fill

Quarterly Offer Acceptance

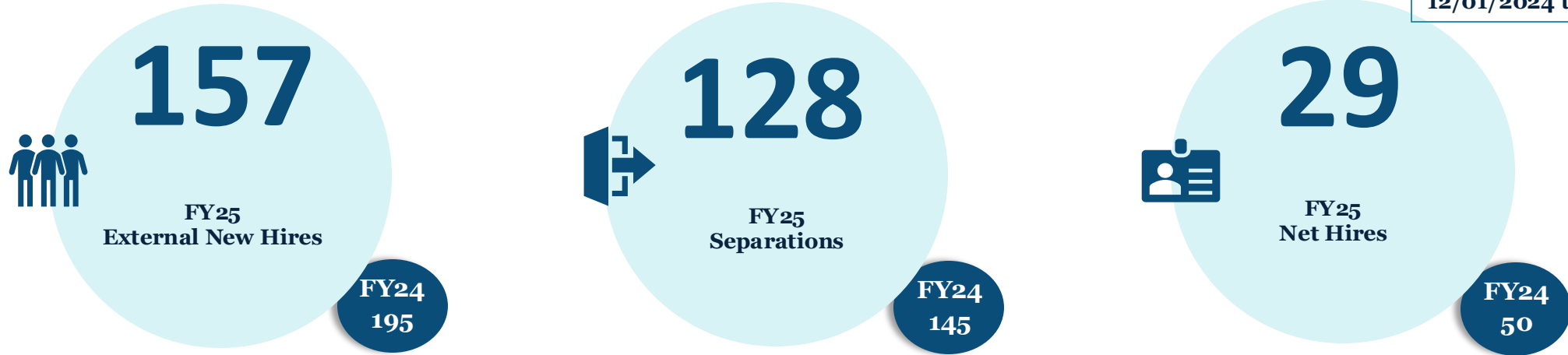


Overall Time to Fill (days) Quarterly

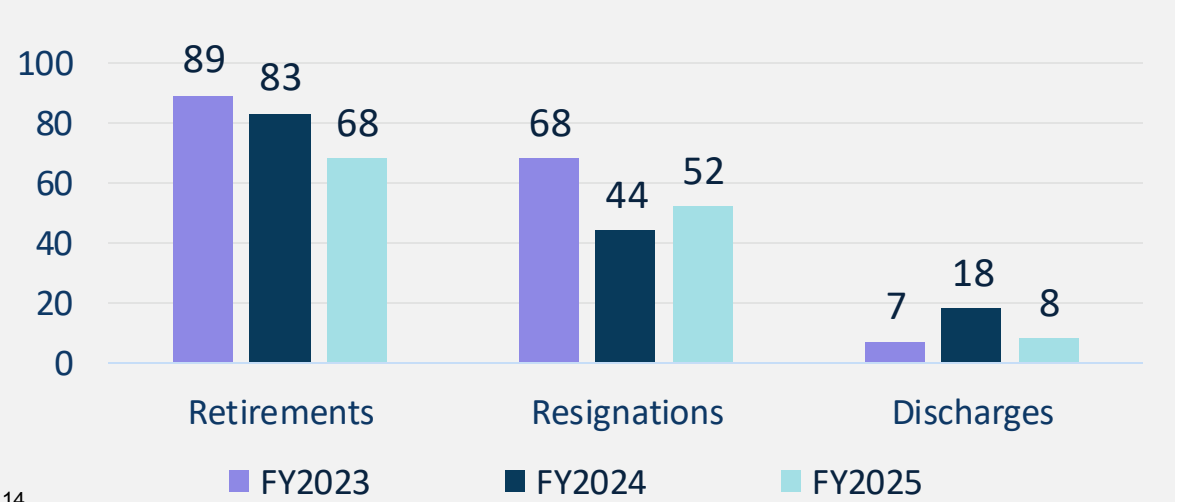
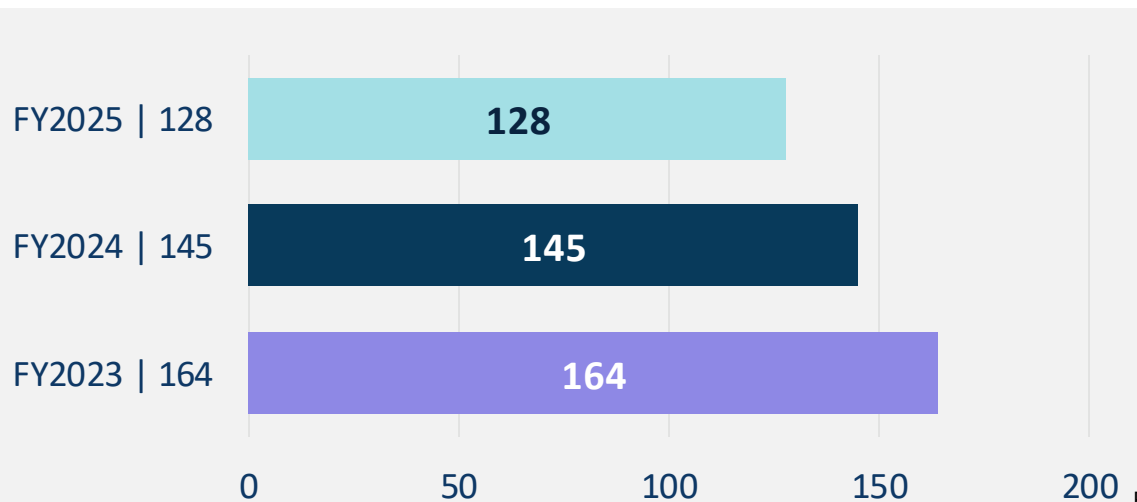


Current State Of Separation

12/01/2024 thru 02/28/2025



Separations – December thru February Year-Over-Year



Current State of Nursing



Nursing Hiring Activity

12/01/2024 thru 02/28/2025



Filled Positions

89

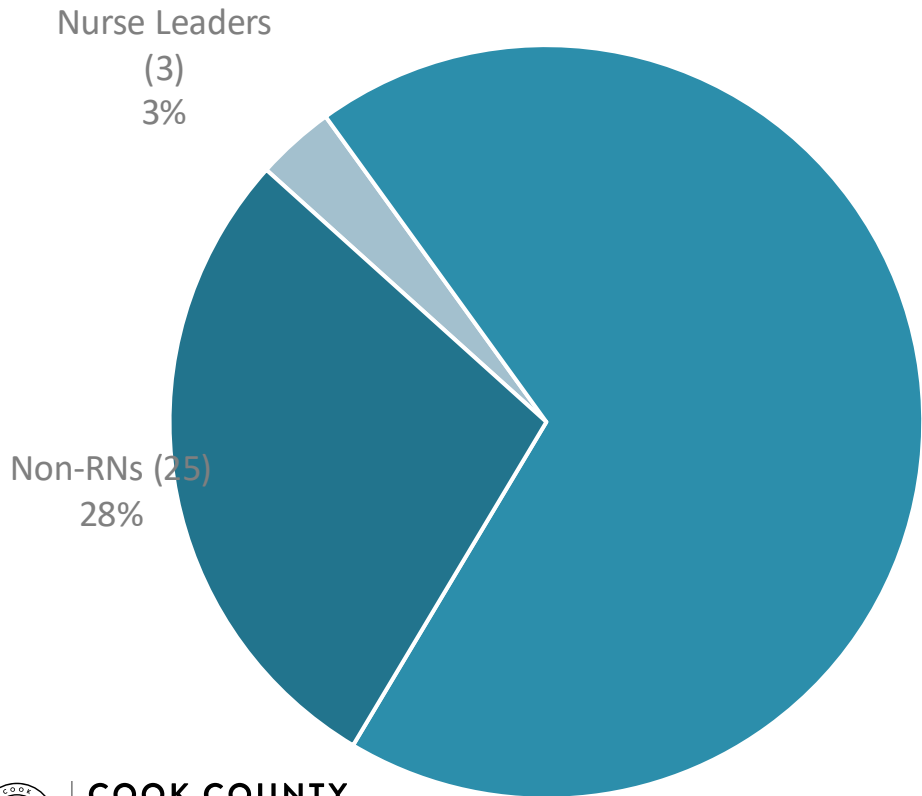
Total Filled Positions YTD



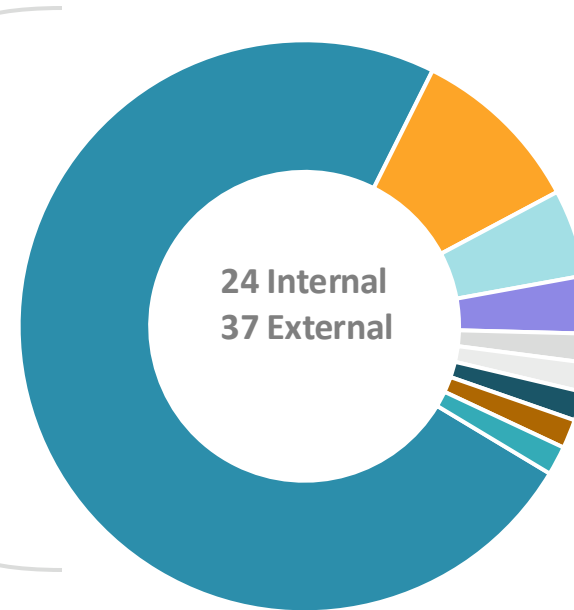
Direct Care RN Filled Velocity

61

Filled Positions



Direct Care
RNs (61)
69%

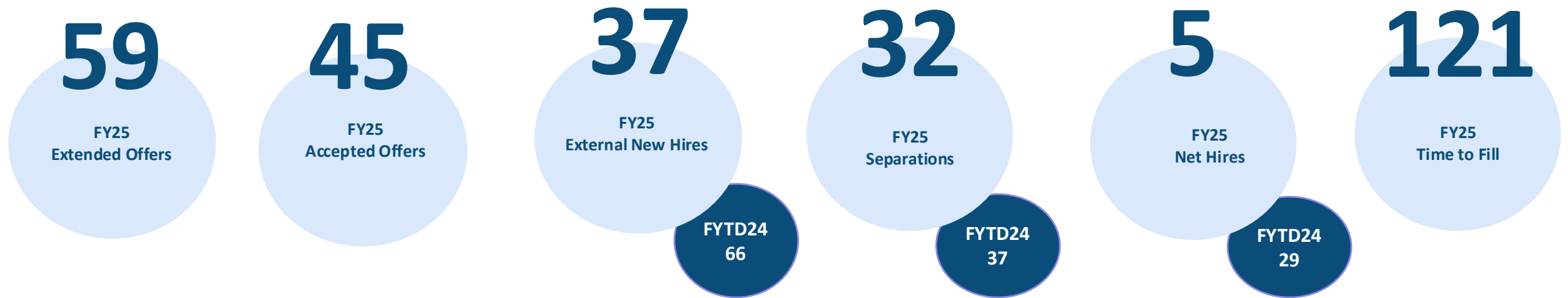


- 74% - Clinical Nurse I, II
- 10% - Advanced Practice Nurse
- 5% - Nurse Clinician
- 3% - In House Registry
- 2% - Float Pool
- 2% - Nurse Epidemiologist
- 2% - Nurse Transitional Care Coord
- 2% - Public Health Nurse II
- 2% - Surgical Clinical Nurse Navigator

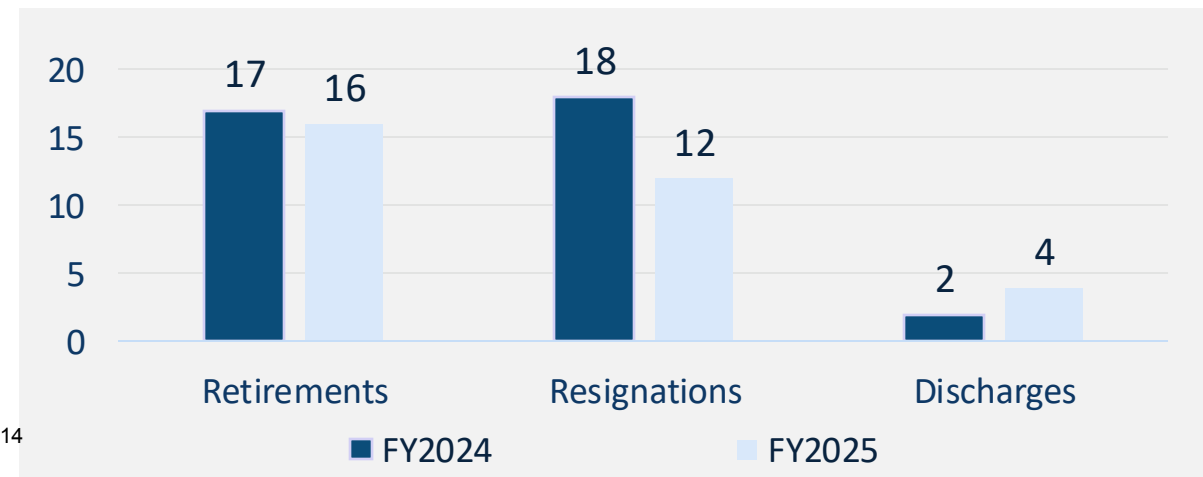
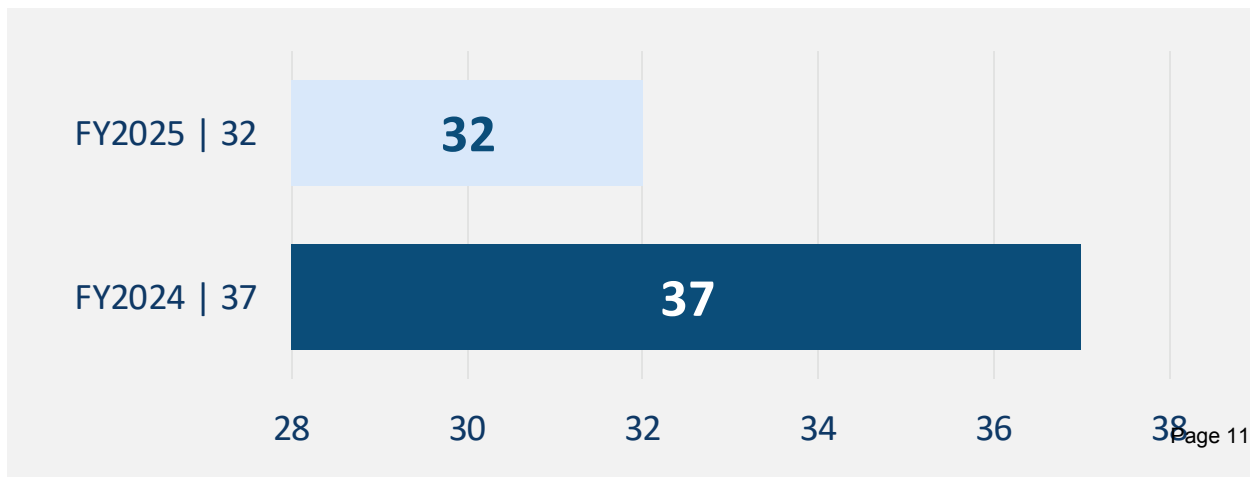
Nursing Hiring Velocity & Attrition

Direct Care RNs - FY25 thru 02/28/25

12/01/2024 thru 02/28/2025



Separations – December thru February Year-Over-Year



Current State of Agency Usage



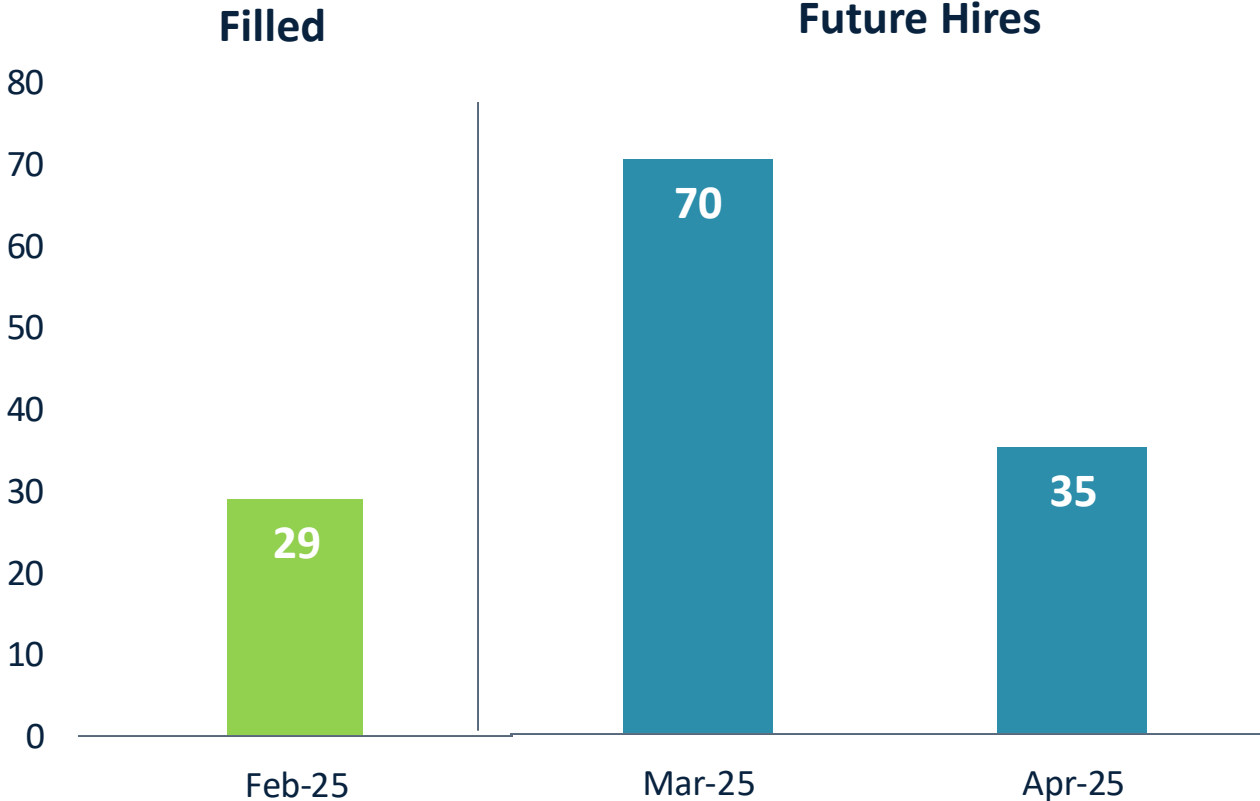
Current State Of Agency Use

HR Agency Conversion

Unions	# of PIDs	Offers Made	Offers Accepted
SEIU	545	226	189
RWDSU	38	11	4
AFSCME	92	0	0
Teamsters	17	14	13
Total	692	251	206

HR Agency New Employee Orientation

As of 02/24/2025



We are not currently onboarding new agency for SEIU, RWDSU, AFSCME and Teamsters as we work on converting current agency workers to permanent employees.

Agency workers outside of these unions follow the normal approval and clearance process.

Thank You

