



**BOARD OF COMMISSIONERS OF COOK COUNTY
BOARD OF COMMISSIONERS**

**Cook County Building, Board Room,
118 North Clark Street, Chicago, Illinois**

New Items Agenda

Thursday, February 9, 2023, 10:00 AM

Fifth Set

[23-1460](#)

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 MONTHLY REPORT AND AGING ANALYSIS OF BUREAU OF HUMAN RESOURCES HIRING PIPELINE AND EXISTING JOB POSITIONS

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) cites that full timeline of the hiring process may take from 90 days to 150 days, therefore, many job positions remain vacant for long periods of time or are subjected to internal delays within the process, and;

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

WHEREAS, having a complete timeline of the number of days, from when a Department makes a request to hire, to when the employee begins their job at the County, are essential metrics to track and measure in regards to the continuity of the County workforce, and;

WHEREAS, in order to ensure the continuity of County operations and functions, as well as attract new talent to diversify our workforce, it is imperative for the Board of Commissioners to have transparent account and comprehensive understanding of the hiring process including where positions stand within the entire timeline including pre-hiring activities, such as job description approval, what positions are currently open, and positions that have remained unfilled beyond the average of 90 days, or longer.

THEREFORE BE IT RESOLVED, that BHR shall provide a monthly report to the Board of Commissioners that includes an aging analysis of current job positions. While BHR currently distributes "Bi-weekly Activity Reports for Pay Periods," these reports do not include any type of aging analysis. The aging analysis shall minimally include the Title, Department and Salary Grade for each position, and the progression timeline of each position, categorized by number of days:

- I. 1-30 days
- II. 31-60 days

- III. 61-90 days
- IV. 91-120 days

Day 1 shall indicate the day in which a request to hire is made for a new position, BHR is notified of a vacancy of an existing position, or an amended job description is approved for an existing position.

THEREFORE BE IT FURTHER RESOLVED, the report and aging analysis shall be distributed to the Board of Commissioners at the first week of each month, reporting for the previous month.

THEREFORE IT BE FURTHER RESOLVED, that the Board of Commissioners is given a regular opportunity to discuss the aging analysis and ask questions about any particular issues or process delays that arise.

[23-1462](#)

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

PROPOSED RESOLUTION

REQUESTING A HEARING TO DISCUSS FEASIBILITY OF ELIMINATING COLLEGE REQUIREMENTS FOR COUNTY JOB POSITIONS AND IMPACTS ON COUNTY WORKFORCE

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, last month, the Pennsylvania Governor Josh Shapiro issued an executive order eliminating college requirements for more than 65,000 state jobs, or 92% of commonwealth jobs, as well as an accompanying review of the remaining job positions requiring a degree, and;

WHEREAS, deemphasizing educational requirements will help create a workforce that reflects the rich diversity of Cook County. Research shows that Black and Latinx job applicants are less likely to have a college degree as their white counterparts with similar skills and experience, and;

WHEREAS, implementing a similar policy at Cook County has potential to solve myriad challenges around employment, diversify the workforce, and create a more equitable future for workers.

THEREFORE BE IT RESOLVED, a meeting of the Cook County Workforce, Housing & Community Development Committee be convened on Wednesday, March 15 at [time] to discuss the feasibility of

implementing a policy to eliminate college requirements from eligible jobs at Cook County, how many jobs such a policy would impact, and benefits to our workforce.

THEREFORE BE IT FURTHER RESOLVED, that relevant Bureau Chiefs and Department Heads from the Bureau of Human Resources, the Bureaus and Departments comprise the largest parts of the County workforce, be available to respond to questions, explain current processes, and devise a plan to implement such a policy.