



CITY OF CHICAGO

DEPARTMENT OF HUMAN RESOURCES

MEMORANDUM

To: The Honorable Pat Dowell
Chairman, Committee on the Budget and Government Operations

From: Christopher Owen
Commissioner
Human Resources

CC: Manuel Perez
Mayor's Office of Intergovernmental Affairs

Date: September 29, 2021

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-01 Ald. Pre-Hearing Questions

The following information is provided in response to questions posed at our department's hearing on September 28, 2021, to discuss the proposed 2022 budget.

Alderman Brendan Reilly asked for the following items:

- Changes in headcount projected for 2022
 - 2021 headcount 75
 - 2022 headcount 83 (8 new vacancies)
- Number of funded vacancies and breakdown for 2022 (Vacancy Report Attached). This information is also available in the 2022 Department Budget Hearing book provided to aldermen.
- Number of vacancies being cut – what positions (job titles) are being eliminated: 0
- Number of non-union employees to receive salary increases in 2022 (Report Attached)
- Description of outsourced services projected for 2022: No outsourcing
- DHR did realize several savings in the budget development for 2022. Please see the list of savings below:
 - Cost savings primarily related to entry-level exams for Police Officer and Firefighter/EMT
 - Police Officer
 - Shift to computer-based testing reduced the cost per Candidate. We only have to pay for Candidates who sign up for the test. For past tests we have budgeted for everyone who applies.

- For in-person tests, we moved to utilizing City Colleges which costs far less than renting out a larger space at McCormick Place.
- Savings: \$109,000
- Firefighter/EMT
 - Will be utilizing City Colleges for testing sites to reduce costs.
 - Shifting to a model where we test fewer Candidates more frequently.
 - Current estimated savings: \$1.5 million dollars.

As always, please let me know if you have any further questions.

Vacancy Summary

2021	DEPT	FUND	DIV	SECT	SUB SECT	TITLE CODE	TITLE (DESCRIPTION)	SALARY	SALARY TYPE	VACANCY COUNT
RESIGNED/ RESTORED	033	0100	2005	3005	4005	0802	EXEC ADMINISTRATIVE ASST II	61,920	ANNUAL	1.00
						9660	FIRST DEPUTY COMMISSIONER	148,776	ANNUAL	1.00
				3026	4026	1306	HR RECORDS SPECIALIST	59,184	ANNUAL	1.00
				3035	4035	1370	TESTING ADMINISTRATOR	58,044	ANNUAL	1.00
						1379	TESTING SPECIALIST	73,644	ANNUAL	1.00
				3040	4045	0302	ADMINISTRATIVE ASST II - PAID AS ASSOC CLASSIFICATION & COMP ANALYST		ANNUAL	1.00
						1311	ASSOC CLASSIFICATION & COMP ANALYST	61,176	ANNUAL	1.00
					4046	1308	HR GENERALIST - DHR	63,960	ANNUAL	1.00
					4010	0308	STAFF ASSISTANT	59,184	ANNUAL	1.00
					0	1354	EEO INVESTIGATOR	73,644	ANNUAL	1.00
					0	1430	POLICY ANALYST	68,736	ANNUAL	1.00
					4035	1370	TESTING ADMINISTRATOR	58,044	ANNUAL	1.00
					4035	1379	TESTING/ASSESSMENT SPECIALIST	73,644	ANNUAL	1.00
				4045	0307	ADMINISTRATIVE ASST II - EXCLUDED	38,916	ANNUAL	1.00	
				4045	1311	ASSOC CLASSIFICATION & COMP ANALYST	61,176	ANNUAL	1.00	
				4046	1308	HR GENERALIST - DHR	63,960	ANNUAL	1.00	
							Total Vacancies			16.00

2022
New

	Dept	Fund	Div	XOrg	Actual Job Code	Job Description	EE #	Employee (last name, first name)	Annual Salary	Sch/Gr	Bargaining Unit Code	Next Review Date
1	033	0100	2005	4011	1912	PROJECT COORD	126561	DALY, LINDA D	67,944.	BX 15	10	01-MAR-2022
2	033	0100	2005	3015	1354	EEO INVESTIGATOR	124698	ACOSTA, EDWIN N	82,764.	GY 8	20	16-JUN-2022
3	033	0100	2005	4035	1379	TESTING SPECIALIST	119339	ALEJO, JUAN A	90,288.	GY 8	20	16-MAY-2022
4	033	0100	2005	4035	1379	TESTING SPECIALIST	119244	ALSHANSKI, SCOTT K	90,288.	GY 8	20	01-MAY-2022
5	033	0100	2005	4045	1365	CLASSIFICATION & COMPENSATION ANALYST	109997	ANSON, BENJAMIN W	94,428.	GY 9	20	01-JUL-2022
6	033	0100	2005	4045	1311	ASSOC CLASSIFICATION & COMP ANALYST	123504	ESPIN JR, CARLOS A	70,836.	GY 6	20	01-JAN-2022
7	033	0100	2005	3015	1354	EEO INVESTIGATOR	122877	JOHNSON, ALAN M	82,764.	GY 8	20	01-OCT-2022
8	033	0100	2005	3015	1354	EEO INVESTIGATOR	70722	LION, KRISTIN A	82,764.	GY 8	20	16-MAY-2022
9	033	0100	2005	3015	1354	EEO INVESTIGATOR	124690	MORGAN, WENDELL A	82,764.	GY 8	20	16-JUN-2022
10	033	0100	2005	3620	1364	TRAINING & DEVELOPMENT ANALYST	10472	MORISHITA, SCOTT O	82,764.	GY 8	20	01-JUL-2022
11	033	0100	2005	3015	1368	COMPLIANCE OFFICER	124881	NUNCHUCK, MELISSA	82,764.	GY 8	20	16-JUN-2022
12	033	0100	2005	4010	0394	ADMINISTRATIVE MANAGER	104121	REDIC, ANTWEA	82,968.	BX 17	20	22-MAY-2022
13	033	0100	2005	3015	1354	EEO INVESTIGATOR	124697	SILVER, JORDAN A	82,764.	GY 8	20	16-JUN-2022



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Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-02 Vacancies

The following information is provided in response to questions posed at our department's hearing on September 28, 2021, to discuss the proposed 2022 budget.

Alderman Harry Osterman (48th Ward) requested an update on how the Department of Human Resources ("DHR") and the Department of Family and Support Services ("DFSS") plan to address their vacancies.

DHR have met with the DFSS to develop a plan for filling their vacancies, making sure to prioritize those positions that are critical to their operations first. We hold weekly meetings with DFSS to make sure that we are staying on track with their priorities and to identify and eliminate any barriers or choke points in the hiring process to ensure that the process is moving as quickly as possible.

As always, please let me know if you have any further questions.



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ID#: 33-03 City College Partnerships

The following information is provided in response to questions posed at our department's hearing on September 28, 2021, to discuss the proposed 2022 budget.

Alderman Byron Sigcho-Lopez requested details of partnerships with City Colleges on apprenticeships. This partnership is in the beginning phase.

DHR will be partnering with the City Colleges of Chicago to develop career pathways, including apprenticeship programs, across multiple disciplines, including public safety, health, and IT. We will be working with City Colleges to provide on-the-job learning for their students while they are taking classes related to their program.

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ID#: 33-04 CPD Exam

The following information is provided in response to questions posed at our department's hearing on September 28, 2021, to discuss the proposed 2022 budget.

Alderman Patrick D. Thompson (11th Ward) requested the number of CPD Entry exam sign ups and number who have taken the exam.

The attached report provides the Chicago Police Department Police Officer 2021 entry exam testing demographics.

As always, please let me know if you have any further questions.

2021 Police Testing Demographics

2021 (June)	Invited			Attended			No Show			Show Rate by Race/Ethnicity	
	Category	N	Percent	Category	N	Percent	Category	N	Percent		
	American Indian/Alaska Native	9	0.31%	American Indian/Alaska Native	2	0.12%	American Indian/Alaska Native	7	0.56%		22.22%
	Asian	101	3.50%	Asian	60	3.66%	Asian	41	3.29%		59.41%
	Black or African-American	768	26.62%	Black or African-American	368	22.45%	Black or African-American	400	32.10%		47.92%
	Hispanic	1,403	48.63%	Hispanic	891	54.36%	Hispanic	512	41.09%		63.51%
	Did Not Provide	56	1.94%	Did Not Provide	17	1.04%	Did Not Provide	39	3.13%		30.36%
	Native Hawaiian or Other Pacific Islander	3	0.10%	Native Hawaiian or Other Pacific Islander	1	0.06%	Native Hawaiian or Other Pacific Islander	2	0.16%		33.33%
	Two or More Races	49	1.70%	Two or More Races	28	1.71%	Two or More Races	21	1.69%		57.14%
	White/Caucasian	496	17.19%	White/Caucasian	272	16.60%	White/Caucasian	224	17.98%		54.84%
Total	2,885	100.00%	Total	1,639	100.00%	Total	1,246	100.00%	56.81%		
2021 (August)	Invited			Attended			No Show			Show Rate by Race/Ethnicity	
	Category	N	Percent	Category	N	Percent	Category	N	Percent		
	American Indian/Alaska Native	1	0.14%	American Indian/Alaska Native	0	0.00%	American Indian/Alaska Native	1	0.28%		0.00%
	Asian	24	3.28%	Asian	15	4.03%	Asian	9	2.51%		62.50%
	Black or African-American	256	35.02%	Black or African-American	108	29.03%	Black or African-American	148	41.23%		42.19%
	Hispanic	280	38.30%	Hispanic	160	43.01%	Hispanic	120	33.43%		57.14%
	Did Not Provide	18	2.46%	Did Not Provide	10	2.69%	Did Not Provide	8	2.23%		55.56%
	Native Hawaiian or Other Pacific Islander	2	0.27%	Native Hawaiian or Other Pacific Islander	1	0.27%	Native Hawaiian or Other Pacific Islander	1	0.28%		50.00%
	Two or More Races	14	1.92%	Two or More Races	5	1.34%	Two or More Races	9	2.51%		35.71%
	White/Caucasian	136	18.60%	White/Caucasian	73	19.62%	White/Caucasian	63	17.55%		53.68%
Total	731	100.00%	Total	372	100.00%	Total	359	100.00%	50.89%		
2021 (To be tested)	Invited			Attended			No Show			Show Rate by Race/Ethnicity	
	Category	N	Percent	Category	N	Percent	Category	N	Percent		
	American Indian/Alaska Native	4	0.21%	American Indian/Alaska Native			American Indian/Alaska Native				0.00%
	Asian	69	3.67%	Asian			Asian				0.00%
	Black or African-American	651	34.63%	Black or African-American			Black or African-American				0.00%
	Hispanic	766	40.74%	Hispanic			Hispanic				0.00%
	Did Not Provide	42	2.23%	Did Not Provide			Did Not Provide				0.00%
	Native Hawaiian or Other Pacific Islander	2	0.11%	Native Hawaiian or Other Pacific Islander			Native Hawaiian or Other Pacific Islander				0.00%
	Two or More Races	41	2.18%	Two or More Races			Two or More Races				0.00%
	White/Caucasian	305	16.22%	White/Caucasian			White/Caucasian				0.00%
Total	1,880	100.00%	Total			Total			0.00%		

2021 (June)	Invited			Attended			No Show			Show Rate by Gender	
	Category	N	Percent	Category	N	Percent	Category	N	Percent		
	Female	918	31.82%	Female	527	32.13%	Female	391	31%		57.41%
	Male	1956	67.80%	Male	1111	67.74%	Male	845	67.87%		56.80%
	Did Not Provide	11	0.38%	Did Not Provide	2	0.12%	Did Not Provide	9	0.72%		18.18%
	Total	2885	100.00%	Total	1640	100.00%	Total	1245	100.00%		56.85%
2021 (August)	Invited			Attended			No Show			Show Rate by Gender	
	Category	N	Percent	Category	N	Percent	Category	N	Percent		
	Female	227	31.05%	Female	114	30.65%	Female	113	31.48%		50.22%
	Male	500	68.40%	Male	256	68.82%	Male	244	67.97%		51.20%
	Did Not Provide	4	0.55%	Did Not Provide	2	0.54%	Did Not Provide	2	0.56%		50.00%
	Total	731	100.00%	Total	372	100.00%	Total	359	100.00%		50.89%
2021 (August)	Invited			Attended			No Show			Show Rate by Gender	
	Category	N	Percent	Category	N	Percent	Category	N	Percent		
	Female	650	34.57%	Female			Female				0.00%
	Male	1223	65.05%	Male			Male				0.00%
	Did Not Provide	7	0.37%	Did Not Provide			Did Not Provide				0.00%
	Total	1880	100.00%	Total			Total				0.00%
