



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
Department of Human Resources

CC: Elizabeth Beatty
Mayor's Office of Intergovernmental Affairs

Date: October 14, 2022

Re: Request for Information from Annual Appropriation Committee Hearing

ID: 33-01 CPD Attrition

The following information is provided in response to questions posed at our department's hearing on October 7, 2022, to discuss the proposed 2023 budget.

Alderman O'Shea (19th Ward) requested the number of police officers that have left the Chicago Police Department.

The total attrition through September is 698 Police Officers (Title Code 9161).

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



CITY OF CHICAGO

OFFICE OF BUDGET AND MANAGEMENT

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To: The Honorable Pat Dowell
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From: Christopher Owen
Commissioner
Department of Human Resources

CC: Elizabeth Beatty
Mayor's Office of Intergovernmental Affairs

Date: October 14, 2022

Re: Request for Information from Annual Appropriation Committee Hearing

ID: 33-02 Breakdown of Applicants Race/Gender for CFD Entrance Exam

The following information is provided in response to questions posed at our department's hearing on October 7, 2022, to discuss the proposed 2023 budget.

Aldermen Sposato (38th Ward) and Taliaferro (29th Ward) requested the demographics of the applicants' race/gender for the CFD Entrance Exam. As of October 7, 2022, the following application data was available.

- 12,722 applications were started
- 8,154 of them were completed

The demographics of the applicants was provided during the hearing. The demographics for test takers will not be known until the posting is closed and preferences have been verified and applied, about mid-November.

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



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From: Christopher Owen
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Mayor’s Office of Intergovernmental Affairs

Date: October 14, 2022

Re: Request for Information from Annual Appropriation Committee Hearing

ID: 33-03 City Employees by Ward

The following information is provided in response to questions posed at our department’s hearing on October 7, 2022, to discuss the proposed 2023 budget.

Alderman Pat Dowell (3rd Ward) requested a breakdown of City employees by ward.

WARD	Total
1	255
2	172
3	515
4	517
5	343
6	454
7	395
8	645
9	584
10	729
11	908
12	275
13	1,408
14	572
15	163
16	194



CITY OF CHICAGO



DEPARTMENT OF HUMAN RESOURCES

17	344
18	1,126
19	3,897
20	271
21	658
22	197
23	1,391
24	278
25	364
26	276
27	362
28	302
29	792
30	376
31	307
32	233
33	296
34	750
35	239
36	506
37	334
38	1,618
39	890
40	308
41	3,288
42	282
43	118
44	173
45	1,147
46	237
47	363
48	244
49	224
50	275
Not Found ¹	45
	30,640

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

¹ When DHR ran the addresses through a Geocoder, the Geocoder was unable to identify the proper ward for 45 employees. This is because some addresses have not had a geocode assigned to them at this time.



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MEMORANDUM

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

From: Christopher Owen
Commissioner
Department of Human Resources

CC: Elizabeth Beatty
Mayor's Office of Intergovernmental Affairs

Date: October 11, 2022

Re: Request for Information from Annual Appropriation Committee Hearing

ID: 33-04 Family Leave Impact

The following information is provided in response to questions posed at our department's hearing on October 7, 2022, to discuss the proposed 2023 budget.

Alderman Matthew Martin (47th Ward) requested a breakdown of the impact of family leave policy. With the extended family leave policy going into effect January 1, 2023, true impact data is unavailable at this time.

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



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MEMORANDUM

To: The Honorable Pat Dowell
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From: Christopher Owen
Commissioner
Department of Human Resources

CC: Elizabeth Beatty
Mayor's Office of Intergovernmental Affairs

Date: October 11, 2022

Re: Request for Information from Annual Appropriation Committee Hearing

ID: 33-05 Department of Law Vacancies

The following information is provided in response to questions posed at our department's hearing on October 7, 2022, to discuss the proposed 2023 budget.

Alderman Matthew Martin (47th Ward) requested a list of the vacancies for the Department of Law. All citywide vacancies data is provided by the Office of Budget and Management.

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



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DEPARTMENT OF HUMAN RESOURCES

MEMORANDUM

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

From: Christopher Owen
Commissioner
Department of Human Resources

CC: Elizabeth Beatty
Mayor's Office of Intergovernmental Affairs

Date: October 14, 2022

Re: Request for Information from Annual Appropriation Committee Hearing

ID: 33-06 Equity Goal Details

The following information is provided in response to questions posed at our department's hearing on October 7, 2022, to discuss the proposed 2023 budget.

Alderman Dowell (3rd Ward) requested the details of DHR Equity Goals which are provided below.

Equity Goal 1:

To advance the citywide desired result around workforce diversity, DHR's FY23 goal is to drive the implementation of the City's updated Employment Plan in a manner that aligns with the City's framework for diversity and fairness in hiring. DHR will focus on the expanded opportunity to use internships and training programs by having departments identify titles where such programs would be effective and lead to strong entry-level candidates, then creating specific strategies to attract underrepresented groups to participate in those internships and training programs.

Equity Goal 2:

To advance the citywide desired result around workforce diversity, DHR's FY23 goal is to cultivate and attract diverse and female candidates. DHR will task its internal Diversity Committee with assessing the most effective use of funds budgeted for advertising and marketing and make a written recommendation to the department head in early 2023. During the year, the committee will provide quarterly reports of that spending and planned spending.



CITY OF CHICAGO



DEPARTMENT OF HUMAN RESOURCES

Equity Goal 3:

To advance the citywide desired result around Public Safety, DHR will leverage its role on the Police Promotions Review Committee (PPRC) created as part of the Chicago Police Department Consent Decree. DHR will work with the Chicago Police Department and other stakeholders on the PPRC to improve application and selection processes, with the goal of driving increased diversity in the ranks of Detective, Sergeant, and Lieutenant. DHR will review the application process to find opportunities to make it more user-friendly and conduct candidate experience surveys to identify trends and ultimately minimize barriers to the application process.

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



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MEMORANDUM

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

From: Susie Park
Budget Director
Office of Budget and Management

CC: Elizabeth Beatty
Mayor's Office of Intergovernmental Affairs

Date: October 17, 2022

Re: Request for Information from Annual Appropriation Committee Hearing

ID: 33-07: Fire Test Recruitment Vendor

The following information is provided in response to questions posed at our department's hearing on October 7, 2022, to discuss the proposed 2023 budget.

Alderman Nicholas Sposato (38th Ward) requested the vendor's name for the Fire Department minority recruiting contract. The CFD vendor is a minority and woman-owned business enterprise, Brown Farmer Media Group, Inc.

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



CITY OF CHICAGO

OFFICE OF BUDGET AND MANAGEMENT

MEMORANDUM

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

From: Susie Park
Budget Director
Office of Budget and Management

CC: Elizabeth Beatty
Mayor's Office of Intergovernmental Affairs

Date: November 4, 2022

Re: Request for Information from Annual Appropriation Committee Hearing

ID: 33-08: Department of Law Hiring

The following information is provided in response to questions posed at our department's hearing on October 7, 2022, to discuss the proposed 2023 budget.

Alderman Matthew Martin (47th Ward) requested additional detail on the Department of Law hiring and demographics of existing employees in the department. DHR has provided the current demographics for DOL, which we have oversight.



Information Services and
Records Management Division
Department of Human Resources

11/04/2022

Demographics of the current employees in the Law department

MWH	MBL	MSP	MAS	MAI	MHP	M2+	MNA	FWH	FBL	FSP	FAS	FAI	FHP	F2+	FNA	TOTAL
96	15	7	3	1	0	3	0	91	54	16	13	1	0	4	0	304
31.58%	4.93%	2.30%	0.99%	0.33%	0.0%	0.99%	0.0%	29.93%	17.76%	5.26%	4.28%	0.33%	0.0%	1.32%	0.0%	

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