



DEPARTMENT OF HUMAN RESOURCES

CITY OF CHICAGO

November 8, 2013

Dear Alderman Cochran,

The Office of Budget and Management has provided answers to a number of the questions you requested in your letter dated October 24, 2013. For the remaining questions regarding the 2014 Budget for the Department of Human Resources (“DHR”), please see our responses below.

1. *Using the original budget ordinance effective on January 1, 2013 for your department, please identify by fund and grant (where applicable):*

Answer provided by OBM

2. *Provide an organizational chart of your department including contact information. DHR’s organizational chart is attached.*

Answer provided by OBM

3. *Please provide a list of Shakman positions in your Department’s budget for 2013 and projected budget for 2014. Identify which positions are currently vacant.*

Answer provided by OBM

4. *Gender and race breakdown of staff by division and position. Please breakout supervisory and management staff.*

Answer provided by OBM

5. *List of 2013 interns by race, gender and school they were recruited from.*

Answer provided by OBM

6. *Who are the Human Resource Board members and the hearing officers? Do they file EDS statements? If so, provide these. Are there any other hearing officers in your department. Please provide the race and gender for all of the above.*

The Human Resources Board consists of Pastor John F. Hannah (male, black) who serves as the Chairman, Enrico Mirabelli (male, white), and Samuel Evans, Jr. (male, black). In addition to the board, there is a Chief Hearing Officer (female, black) and five Hearing

Officers (2 male, white; 1 male, Hispanic; 2 female, white). The Human Resources Board and the Hearing Officers do not file EDS statements.

7. *Breakdown of 0140 account for all funds for 2012, 2013 year to date, projected 2013 year end, and projected 2014. Include contractor, purpose and amount.*

Please see the attached spreadsheet which also includes account information requested for question #14 below.

8. *Are there any City employees who make less than \$10.33 an hour? How many? What are their job titles, departments they work for, race and gender?*

Please see the attached spreadsheet which provides the information for employees who make less than \$10.33/hour. We have provided a description of those positions as well to explain why they make less than \$10.33/hour.

Are there any employees who do not receive health benefits? If so provide all of the above information for these employees.

The Department of Finance would have the information about City employees who do not receive benefits.

9. *Breakdown of disciplinary action recommended for city employees during the last year (from hearing to discharge.)*

DHR is only made aware of final disciplinary actions taken by City departments. We have provided a report which shows year-to-date disciplinary actions broken down by department.

Also, the number of appeals on sustained findings. Breakdown by department and specify the nature of the disciplinary cases held, and the results (i.e. suspension, dismissal, overturned on appeal, sustained on appeal, voluntary separation, etc.)

Career Service employees may appeal discharges, suspensions over 10 days, and a suspension that has occurred within a six month period after a previous suspension. We have provided a report which shows the types of appeals that were heard year-to-date for 2013. In addition, we have heard 33 cases related to the removal of Police Officer candidates from the Eligibility List. In 14 of those cases, the candidates were removed from the Eligibility List. In 17 of those cases, the candidate was restored to the Eligibility List, and in 2 instances, the appeal of the removal from the Eligibility List was withdrawn.

10. *How many cases are pending before the personnel board?*

There are currently 42 cases pending before the Human Resources Board, 11 discharge cases, 6 suspension cases, and 25 cases regarding removal from the Police Officer eligibility list.

What is the time it takes for a case to be heard and then decided?

Discharge Cases - Under the Municipal Code a hearing on a discharge must be scheduled within 45 days of the appeal, another 60 days for the hearing to be completed, and an additional 60 days for a decision to be rendered (165 days total). However, if an employee requests a continuance, which is a common occurrence, the clock stops ticking on the deadlines imposed by the ordinance. In addition to the 165 days provided by ordinance, some collective bargaining agreements provide for oral arguments in front of the Human Resources Board. Those oral arguments must take place within 60 days after the decision has been rendered by the Hearing Officer.

Suspensions Cases - The same time limits apply to suspension cases over thirty days but, because back pay is not an issue, discharge cases have priority. Suspension cases are generally completed within six months.

Removal from Police Office Eligibility List - There are no specific timeframe for these cases to be heard, because Discharges/Suspension cases take precedence. Cases are scheduled by the Human Resources Board upon receiving the names of applicants who wish to appeal their removal from the Eligibility List. Generally, the time could range from four to six months for the case to be heard and decided upon.

11. Personnel in what departments received what training in 2012 and 2013 year to date? Provide a spreadsheet with general information. Include the nature of the training and the attendance figures by department for each class title.

Please see the attached report.

12. Total number of complaints of sexual harassment since 10/12. How many sustained, not sustained and pending cases?

We received 23 complaints from October 1, 2012 to the present. 18 of those complaints are still pending, 2 resulted in unsustained findings, 2 were closed due to the departure of the Respondent and one was withdrawn by the Complainant.

13. Workforce racial and ethnic breakdown by department and for all funds. Provide actual numbers as well as percentages.

Answer provided by OBM

14. *Breakdown of accounts 0039, 0143, 0340, 0350, and 9067 for all funds for 2012, 2013 year to date, projected 2013 year-end, and projected 2014. Include contractor, purpose and amount.*

Please see the attached spreadsheet referenced above for question #7.

15. *List all employee positions where employees are working out of department. Include the department employees have been hired out of and department they are working out of.*

No such list of employees exists.

16. *How many new hires annually for 2012 and 2013 year to date? Provide racial and gender information by department.*

For 2012, please see attached report. For 2013, answer provided by OBM.

17. *Description of all internships available in 2014 and their due dates for application. Are applications available online?*

Please see our response to question #25 below.

18. *Race and gender breakdown of all promotions in 2012 and 2013 year to date.*

Please see attached report.

19. *Current zip code search of all City employees.*

Please see attached report.

20. *List all positions for which union membership or union sponsorship is required to get on a qualified list.*

Answer provided by OBM

21. *Provide a flow chart of the hiring process, including each step, who is involved at that step (specific department employee or monitor), and the time line for accomplishing this step.*

We have provided a high-level overview of the hiring process in a flow chart. The chart includes approximate time ranges for each step in the process.

22. *Number of employees receiving tuition reimbursement by department in 2012 and 2013 year to date.*

To date in 2013 we have received 113 requests for Tuition Reimbursement. These numbers do not include Police or Fire, as we do not administer those tuition reimbursements. In 2012 we processed 154 requests.

What is the maximum limit today? Is this figure based on school year or calendar year? Will the limit change in 2014?

Employees may receive tuition reimbursement for a maximum of two classes per term. There is no dollar amount limit per class or per term. No changes are anticipated in 2014.

23. *Provide hourly hours and charges of federal monitors, where are they assigned and their race and gender.*

DHR does not receive the bills from the Federal Monitor. Please refer to the Law Department for this information.

24. *Provide a list of what jobs are on the willing & able list for duty disability employees.*

Currently, the only willing & able title that is used to place employees who are injured on duty, and who have reached maximum medical improvement (MMI) status, is Watchman.

25. *How are student trainees (account 0039) hired for the participating departments? When asked in the past, the departments were not able to explain this and have referred to your department. Are there student trainees hired by the City? If so, for what departments? What are the procedures for hiring and for applying?*

The City hires Student Interns throughout the year. It is entirely up to individual departments whether or not they take on Student Interns. If an internship is paid, the hiring department must follow the City's hiring process, including posting the position on-line, and interviewing candidates. In addition, DHR has a quarterly application process for a Pre-Qualified Intern (PQI) pool. Students can apply to the pool as either paid or unpaid interns. The applicants are screened by DHR and candidates who meet the eligibility requirements are included in the pool. Departments may elect to use this pool which is typically faster than posting their own individual Student Intern positions. The following is the posting and utilization periods for the PQI:

Spring 2014

Posted 12/15/13 to 1/15/14

Utilized 2/1/14 to 4/30/14

Summer 2014

Posted 3/15/14 to 4/15/14

Utilized 5/1/14 to 7/31/14

Fall 2014

Posted 6/15/14 to 7/15/14

Utilized 8/1/14 to 10/31/14

Winter 2015

Posted 9/15/14 to 10/15/14

Utilized 11/1/14 to 1/31/15

All paid internships are posted at www.cityofchicago.org/careers. If the position is unpaid, the department must develop hiring procedures in advance for approval by DHR. In most cases, the departments will post these opportunities on DHR's website under "internship and volunteer opportunities". There is still an application process, but it is usually handled by the department.

	2012	YTD	2013	2014	Purpose
	BUDGET		BUDGET	REQUEST	
			Estimated		
			End		
FUND 100					
0039 - For the Employment of Students a:	\$ 22,140	\$ 6,802	\$ 10,000	\$ 30,000	
0140 - Professional & Technical Services					
Iron Mountain		\$ 2,957	\$ 3,538		Record Storage
R4 Services				\$ 2,360	Record Storage
Laura Parry, Roger Balla, Angela Murphy, Joseph Chico, Dennis Fleming		\$ 34,963	\$ 89,688	\$ 90,000	Hearing Officers at \$60/hour
M. Michelle Day		\$ 7,353	\$ 16,000	\$ 17,000	Chief Hearing Officer
Accurate		\$ 75,630	\$ 92,475	\$ 92,475	Background Check
IL State Police		\$ 17,070	\$ 15,000	\$ 15,000	Background Check
Exam Scanning Machine			\$ -	\$ 6,500	Scanning Machine for Exams
State of Illinois		\$ 6,000	\$ 6,000	\$ 6,000	Driver's License Verification
Dell			\$ -	\$ 10,000	Upgrade 12 PC
TOTALS	\$ 96,190	\$ 143,973	\$ 222,701	\$ 239,335	
0143 - Court Reporting					
Patti Blair			\$ 70,000	\$ 66,000	Contract Fees
Esquire			\$ 18,000	\$ 12,000	Transcript printing
TOTAL	\$ 30,706	\$ 11,452	\$ 88,000	\$ 78,000	
0340 - Materials and Supplies					
R4 Services				\$ 1,560	Record storage boxes.
Iron Mountain			\$ 1,560		Record storage boxes.
System Solutions			\$ 11,000	\$ 11,000	Purchase of rank and file ID Cards w/Proximity Chip
PSI			\$ 440	\$ 1,100	Exam Materials
Office Depot			\$ 4,158	\$ 6,408	DVD/CDS used for digital archiving & development of training materials
TOTAL	\$ 8,147	\$ 7,505	\$ 17,158	\$ 20,068	

0350 - Stationery and Office Supplies					
1. Office Supplies			\$ 3,238	\$ 3,595	Photocopier supplies for in-house printing requirements
2. Office Supplies			\$ 4,295	\$ 11,152	Small office supplies
1. Office Supplies			\$ 5,600	\$ 14,000	Photostatic Paper and toner developer
TOTAL	\$ 8,407	\$ 1,692	\$ 13,133	\$ 28,747	
9067 - Physical Exams	\$ 161,067	\$ 94,803	\$ 170,000	\$ 170,000	Federal Drug Testing
US Healthworks					
FUND 200					
0140 - Professional & Technical Services					
State Police of Illinois			\$ 10,000	\$ 10,000	Fingerprinting for Water Department hires
0350 - Stationery and Office Supplies					
Office Depot			\$ 260	\$ 260	office supplies
		\$ -	\$ 10,260	\$ 10,260	
FUND 740					
0140 - Professional & Technical Services					
State Police of Illinois			\$ 14,050	\$ 14,050	Fingerprinting for Aviation employees
0350 - Stationery and Office Supplies					
Office Depot		\$ 876	\$ 1,297	\$ 3,000	office supplies
		\$ 876	\$ 15,347	\$ 17,050	
GRAND TOTAL	\$ 326,657	\$ 267,103	\$ 546,599	\$ 593,460	



**GENDER-ETHNIC BREAKDOWN
 EMPLOYEES EARNING LESS THAN \$10.33**

AVIATION

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
STUDENT INTERN	1	0	0	1	0	0	0	0	0	0	0	0	0	0	2
	50.00%	0.0%	0.0%	50.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

CITY COUNCIL

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
CLERK CITY COUNCIL	1	0	0	0	0	0	0	1	0	1	0	0	1	0	4
	25.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.00%	0.0%	25.00%	0.0%	0.0%	25.00%	0.0%	

CULTURAL AFFAIRS

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
STUDENT INTERN	1	0	0	0	0	0	0	2	1	0	0	0	0	0	4
	25.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.00%	25.00%	0.0%	0.0%	0.0%	0.0%	0.0%	

DISABILITIES

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
STUDENT INTERN	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.00%	0.0%	0.0%	0.0%	0.0%	

FAMILY & SUPPORT

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
FOSTER GRANDPARENT	1	7	0	0	0	0	1	4	114	1	7	2	0	3	140
	0.71%	5.00%	0.0%	0.0%	0.0%	0.0%	0.71%	2.86%	81.43%	0.71%	5.00%	1.43%	0.0%	2.14%	
HOSPITALITY WORKER	0	6	2	0	0	0	2	6	36	4	0	0	0	0	56
	0.0%	10.71%	3.57%	0.0%	0.0%	0.0%	3.57%	10.71%	64.29%	7.14%	0.0%	0.0%	0.0%	0.0%	

MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNA= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNA= Female Race Unknown



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FAMILY & SUPPORT

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
SENIOR COMPANION	11	5	1	0	0	0	0	17	28	5	1	0	0	2	70
	15.71%	7.14%	1.43%	0.0%	0.0%	0.0%	0.0%	24.29%	40.00%	7.14%	1.43%	0.0%	0.0%	2.86%	
TITLE V PROGRAM TRAINEE I	3	3	0	0	0	0	0	2	41	3	0	1	1	0	54
	5.56%	5.56%	0.0%	0.0%	0.0%	0.0%	0.0%	3.70%	75.93%	5.56%	0.0%	1.85%	1.85%	0.0%	
TITLE V PROGRAM TRAINEE II	0	0	0	0	0	0	0	0	2	1	0	0	0	0	3
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.67%	33.33%	0.0%	0.0%	0.0%	0.0%	

FINANCE

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
STUDENT INTERN	0	0	0	2	0	0	0	0	1	1	0	0	0	0	4
	0.0%	0.0%	0.0%	50.00%	0.0%	0.0%	0.0%	0.0%	25.00%	25.00%	0.0%	0.0%	0.0%	0.0%	

HOUSING & ECON DEV

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
STUDENT INTERN	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.00%	0.0%	0.0%	0.0%	0.0%	

LAW

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
STUDENT INTERN	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

MAYOR'S OFFICE

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
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MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNA= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNA= Female Race Unknown



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MAYOR'S OFFICE

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
ADMINISTRATIVE SECRETARY	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

POLICE

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
POLICE CADET	1	1	1	0	0	0	0	0	1	1	0	0	0	0	5
	20.00%	20.00%	20.00%	0.0%	0.0%	0.0%	0.0%	0.0%	20.00%	20.00%	0.0%	0.0%	0.0%	0.0%	
PROGRAM AIDE	0	0	0	0	0	0	1	0	1	0	0	0	0	1	3
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	33.33%	0.0%	33.33%	0.0%	0.0%	0.0%	0.0%	33.33%	

TRANSPORTN

TITLE	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
STUDENT INTERN	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	

	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
GRAND TOTAL:	21	22	4	3	0	0	4	33	225	19	8	3	2	6	350
	6.00%	6.29%	1.14%	0.86%	0.0%	0.0%	1.14%	9.43%	64.29%	5.43%	2.29%	0.86%	0.57%	1.71%	



DISCIPLINARY ACTIONS
 1/1/13 TO 9/30/13

Disciplinary Suspension

DEPT	Number Of Employees
ANIMAL CONTRL	6
AVIATION	81
BUILDINGS	1
BUSINESS AFFAIRS	1
CITY CLERK	2
CULTURAL AFFAIRS	1
FAMILY & SUPPORT	1
FINANCE	29
FLEET AND FACILITY MGMT	14
HEALTH	7
HOUSING & ECON DEV	5
HUMAN RESOURCES	1
IPRA	4
LAW	1
OEMC	68
POLICE	9
PUBLIC LIBRARY	6
STREETS & SAN	107
TRANSPORTN	30
WATER MGMNT	45
TOTAL	419

Termination Reason	DEPARTMENT	Number Of Employees
Discharge	FIRE	4
Discharge	HUMAN RESOURCES	1
Discharge	OEMC	46
Discharge	POLICE	7
Discharge	STREETS & SAN	1
Discharge	TRANSPORTN	3
Resignation - In Lieu of Discharge	FINANCE	1
Resignation - In Lieu of Discharge	IPRA	1
Resignation - In Lieu of Discharge	LAW	5
Resignation - In Lieu of Discharge	STREETS & SAN	3
Resignation - Under Inquiry	HEALTH	2
Retirement - In Lieu of Discharge	BUDGET & MGMT	1
Retirement - In Lieu of Discharge	STREETS & SAN	1
Termination Disciplinary	ANIMAL CONTRL	1
Termination Disciplinary	AVIATION	3
Termination Disciplinary	BUILDINGS	3
Termination Disciplinary	HEALTH	1
Termination Disciplinary	IPRA	1
Termination Disciplinary	POLICE	10
Termination Disciplinary	STREETS & SAN	1
Termination Disciplinary	WATER MGMNT	2
	TOTAL	98

Department	2012 Attendees	2013 Attendees
Interview and Consensus Training - Provides an understanding of the interview process from Intake Sessions to Consensus Meetings and offers training on the interview process from question development to candidate selection.		
2FM - Department of Fleet and Facility Management	32	26
ACC - COMM ANIMAL CARE AND CONTROL	5	7
BACP - Business Affairs and Consumer Protection	8	17
BOARD OF ETHICS	1	0
CHICAGO DEPT OF TRANSPORTATION	41	43
CITY CLERK	11	6
CITY TREASURER	11	10
COMMISSION ON HUMAN RELATIONS	6	3
CPL - CHICAGO PUBLIC LIBRARY	68	82
DCASE - Department of Cultural Affairs and Special Events	40	16
DEPARTMENT OF AVIATION	88	76
DEPARTMENT OF FINANCE	30	38
DEPARTMENT OF LAW	12	16
DEPARTMENT OF POLICE	48	91
DEPARTMENT OF PUBLIC HEALTH	72	74
DEPARTMENT OF REVENUE	10	0
DEPT OF ADMINISTRATIVE HEARING	3	0
DEPT OF BUILDINGS	12	14
DEPT OF HOUSING and Economic Development	19	16
DEPT OF WATER MANAGEMENT	62	76
DEPT STREETS AND SANITATION	12	12
DHR - DEPARTMENT OF HUMAN RESOURCES	30	19
DOIT - DEPARTMENT OF INFORMATION TECHNOLOGY	12	16
DPS - DEPARTMENT OF PROCUREMENT SERV	14	10
FAMILY AND SUPPORT SERVICES	56	46
FIRE DEPARTMENT	33	22
IG - INSPECTOR GENERAL	2	0
IPRA - INDEPENDENT POLICE REVIEW AUTHORITY	7	18
MAYORS OFFICE-DISABILITIES	5	5
OBM - OFFICE OF BUDGET & MANAGEMENT	7	10
OEMC	24	42
OFFICE OF THE MAYOR	27	2

Contractor Policy Training - Provides an overview of the City's policy on Use of Non-City Employees to Perform Services for the City and covers guidelines departments should follow in using temporary employees or outside contractors.

2FM - Department of Fleet and Facility Management	36	
ACC - COMM ANIMAL CARE AND CONTROL	2	
BACP - Business Affairs and Consumer Protection	26	
BOARD OF ETHICS	0	
CHICAGO DEPT OF TRANSPORTATION	12	
CITY TREASURER	2	
COMMISSION ON HUMAN RELATIONS	3	
CPL - CHICAGO PUBLIC LIBRARY	3	13
DCASE - Department of Cultural Affairs and Special Events	51	8
DEPARTMENT OF AVIATION	40	
DEPARTMENT OF FINANCE	11	
DEPARTMENT OF LAW	56	
DEPARTMENT OF POLICE	2	1
DEPARTMENT OF PUBLIC HEALTH	10	
DEPT OF ADMINISTRATIVE HEARING	2	
DEPT OF HOUSING and Economic Development	18	25
DEPT OF WATER MANAGEMENT	39	
DEPT STREETS AND SANITATION	8	

DHR - DEPARTMENT OF HUMAN RESOURCES	4	1
DOIT - DEPARTMENT OF INFORMATION TECHNOLOGY	10	
DPS - DEPARTMENT OF PROCUREMENT SERV	0	
FAMILY AND SUPPORT SERVICES	28	
FIRE DEPARTMENT	2	
IG - INSPECTOR GENERAL	7	
IPRA - INDEPENDENT POLICE REVIEW AUTHORITY	7	
License Appeal Commission	1	
MAYORS OFFICE-DISABILITIES	2	
OBM - OFFICE OF BUDGET & MANAGEMENT	12	
OEMC	26	
OFFICE OF THE MAYOR	1	

Customer Service Training - Suggested customer service techniques for telephone calls, email and face-to-face interaction with internal and external customers.

BACP - Business Affairs and Consumer Protection	151	
DEPARTMENT OF PUBLIC HEALTH	59	
DEPT OF HOUSING and Economic Development *	24	

EEO Training for Supervisors - Covers employee rights and responsibilities under the City's Equal Employment Opportunity policy, Violence in the Workplace Policy and Reasonable Accommodation procedures, with emphasis on the roles and responsibilities of supervisors.

2FM - Department of Fleet and Facility Management		124
ACC - COMM ANIMAL CARE AND CONTROL		13
DEPARTMENT OF PUBLIC HEALTH		77
DEPT STREETS AND SANITATION		152
FIRE DEPARTMENT		312
OEMC		78

Progressive Discipline - A comprehensive overview of the City's Progressive Discipline policy. This session is designed to strengthen practical knowledge and application of the system.

ACC - COMM ANIMAL CARE AND CONTROL		12
CITY CLERK	8	
DOIT - DEPARTMENT OF INFORMATION TECHNOLOGY		17
IPRA - INDEPENDENT POLICE REVIEW AUTHORITY	15	

Management Skills - Provides skills and resources related to the key responsibilities of managing

DEPARTMENT OF FINANCE		56
DEPT STREETS AND SANITATION		81
OEMC		77

Department	2012 Attendees	2013 Attendees
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Hiring Plan - Explains the general principles which govern hiring in the City of Chicago. Customized versions are presented for the Police and Fire Departments.

DEPARTMENT OF POLICE		353
DEPT OF WATER MANAGEMENT	3	
DEPT STREETS AND SANITATION	2	
DHR - DEPARTMENT OF HUMAN RESOURCES	1	
DOIT - DEPARTMENT OF INFORMATION TECHNOLOGY	1	
FIRE DEPARTMENT		47
IPRA - INDEPENDENT POLICE REVIEW AUTHORITY	1	

Interpersonal Skills - A program for supervisors, covering communication skills, building teams, dealing with conflict and managing change.

DEPT STREETS AND SANITATION		43
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New Employee Onboarding for General Laborers - An overview of various components and procedures relating to City employment.

DEPARTMENT OF AVIATION	18	
DEPT STREETS AND SANITATION	10	90

Reasonable Accommodation & Disability Awareness - Presented in conjunction with MOPD, this session provides information regarding working with individuals with disabilities and the reasonable accommodation process.

DHR - DEPARTMENT OF HUMAN RESOURCES		57
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Reasonable Accommodation Procedures for Supervisors - Focuses on the City's obligations under the Americans with Disabilities Act and the role of supervisors in the Reasonable Accommodation process.

DEPT STREETS AND SANITATION		15
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Respectful Workplace - Covers employee rights and responsibilities under the City's Equal Employment Opportunity policy and Violence in the Workplace Policy.

DEPARTMENT OF AVIATION	188	297
DEPT STREETS AND SANITATION	13	131
FIRE DEPARTMENT	48	

Pre-retirement - This course covers critical factors related to retirement planning, and includes speakers addressing health insurance, social security benefits and other issues.

2FM - Department of Fleet and Facility Management	72	37
ACC - COMM ANIMAL CARE AND CONTROL	1	0
BACP - Business Affairs and Consumer Protection	7	4
BOARD OF ETHICS	0	0
CHICAGO DEPT OF TRANSPORTATION	50	49
CITY CLERK	1	0
CITY TREASURER	1	0
COMMISSION ON HUMAN RELATIONS	0	3
CPL - CHICAGO PUBLIC LIBRARY	1	0
DCASE - Department of Cultural Affairs and Special Events	4	7
DEPARTMENT OF AVIATION	73	16
DEPARTMENT OF FINANCE	21	5
DEPARTMENT OF LAW	8	5
DEPARTMENT OF POLICE	31	93
DEPARTMENT OF PUBLIC HEALTH	43	2
DEPARTMENT OF REVENUE	0	0
DEPT OF ADMINISTRATIVE HEARING	1	0
DEPT OF BUILDINGS	11	7
DEPT OF HOUSING and Economic Development *	11	10
DEPT OF WATER MANAGEMENT	70	36
DEPT STREETS AND SANITATION	14	1
DHR - DEPARTMENT OF HUMAN RESOURCES	0	0
DOIT - DEPARTMENT OF INFORMATION TECHNOLOGY	4	5

DPS - DEPARTMENT OF PROCUREMENT SERV	4	4
FAMILY AND SUPPORT SERVICES	40	16
FIRE DEPARTMENT	1	13
IG - INSPECTOR GENERAL	0	0
IPRA - INDEPENDENT POLICE REVIEW AUTHORITY	8	12
MAYORS OFFICE-DISABILITIES	3	0
OBM - OFFICE OF BUDGET & MANAGEMENT	0	0
OEMC	30	32
OFFICE OF THE MAYOR	0	0

Identity Protection Act - Key components of the City's policy and procedures for compliance with the Illinois Identity Protection Act, a statute requiring safeguards for Social Security Numbers.

2FM	149	
Administrative Hearings	41	
Aviation	88	39
Board of Ethics	1	
Buildings	18	
Business Affairs Consumer Protection	2	
CDoT	16	
CDoT Midway	20	
City Treasurer	2	
CPL	217	
DoIT	1	
DCASE	13	
DHED	104	
Finance	5	
Human Resources	65	
IGO	55	
IPRA	74	
Law	255	
Mayor's Office	2	
MOPD	14	
OBM	4	
OEMC	33	
Procurement	16	
Public Health	8	
Streets & Sanitation	18	

Workplace Standards - A presentation highlighting the importance of civility, professionalism and adhering to workplace rules and standards.

Aviation		209
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**GENDER-ETHNIC BREAKDOWN
 NEW HIRES
 1/1/12 TO 12/31/12**

DEPARTMENT	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
ANIMAL CONTRL	3	1	0	0	0	0	0	5	1	1	0	0	0	0	11
	27.27%	9.09%	0.0%	0.0%	0.0%	0.0%	0.0%	45.45%	9.09%	9.09%	0.0%	0.0%	0.0%	0.0%	
AVIATION	25	11	3	1	0	0	0	2	3	0	0	0	0	0	45
	55.56%	24.44%	6.67%	2.22%	0.0%	0.0%	0.0%	4.44%	6.67%	0.0%	0.0%	0.0%	0.0%	0.0%	
BOARD OF ETHICS	0	0	0	0	0	0	0	1	0	1	0	0	0	0	2
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	50.00%	0.0%	50.00%	0.0%	0.0%	0.0%	0.0%	
BUDGET & MGMT	2	0	0	0	0	0	0	0	0	0	0	0	0	0	2
	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
BUILDINGS	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
BUSINESS AFFAIRS	4	1	0	0	0	0	0	2	2	0	0	0	0	0	9
	44.44%	11.11%	0.0%	0.0%	0.0%	0.0%	0.0%	22.22%	22.22%	0.0%	0.0%	0.0%	0.0%	0.0%	
CITY CLERK	7	2	6	2	0	0	0	1	7	2	1	0	0	0	28
	25.00%	7.14%	21.43%	7.14%	0.0%	0.0%	0.0%	3.57%	25.00%	7.14%	3.57%	0.0%	0.0%	0.0%	
CITY COUNCIL	12	10	8	0	0	0	1	19	14	8	1	0	0	0	73
	16.44%	13.70%	10.96%	0.0%	0.0%	0.0%	1.37%	26.03%	19.18%	10.96%	1.37%	0.0%	0.0%	0.0%	
CULTURAL AFFAIRS	6	0	3	0	0	0	0	4	1	0	1	0	0	0	15
	40.00%	0.0%	20.00%	0.0%	0.0%	0.0%	0.0%	26.67%	6.67%	0.0%	6.67%	0.0%	0.0%	0.0%	
DISABILITIES	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.00%	0.0%	0.0%	0.0%	0.0%	
DoIT	2	1	1	1	0	0	0	2	0	1	0	0	0	0	8
	25.00%	12.50%	12.50%	12.50%	0.0%	0.0%	0.0%	25.00%	0.0%	12.50%	0.0%	0.0%	0.0%	0.0%	
FAMILY & SUPPORT	1	3	0	0	0	0	0	4	60	2	1	0	0	0	71
	1.41%	4.23%	0.0%	0.0%	0.0%	0.0%	0.0%	5.63%	84.51%	2.82%	1.41%	0.0%	0.0%	0.0%	
FINANCE	3	1	1	0	0	0	0	2	2	1	1	0	0	0	11
	27.27%	9.09%	9.09%	0.0%	0.0%	0.0%	0.0%	18.18%	18.18%	9.09%	9.09%	0.0%	0.0%	0.0%	
FIRE	25	114	6	1	0	0	0	16	3	1	0	0	0	0	166
	15.06%	68.67%	3.61%	0.60%	0.0%	0.0%	0.0%	9.64%	1.81%	0.60%	0.0%	0.0%	0.0%	0.0%	

MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNA= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNA= Female Race Unknown



**GENDER-ETHNIC BREAKDOWN
 NEW HIRES
 1/1/12 TO 12/31/12**

DEPARTMENT	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
FLEET AND FACILITY MGMT	8	2	7	2	1	0	0	0	0	0	0	0	0	0	20
	40.00%	10.00%	35.00%	10.00%	5.00%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
HEALTH	6	1	1	1	0	0	0	4	5	0	0	0	1	0	19
	31.58%	5.26%	5.26%	5.26%	0.0%	0.0%	0.0%	21.05%	26.32%	0.0%	0.0%	0.0%	5.26%	0.0%	
HOUSING & ECON DEV	3	1	0	0	0	0	0	0	2	1	1	0	0	0	8
	37.50%	12.50%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	25.00%	12.50%	12.50%	0.0%	0.0%	0.0%	
HUMAN RESOURCES	2	0	0	3	0	0	0	6	3	0	0	0	0	0	14
	14.29%	0.0%	0.0%	21.43%	0.0%	0.0%	0.0%	42.86%	21.43%	0.0%	0.0%	0.0%	0.0%	0.0%	
INSPECTOR GEN	7	2	0	0	0	0	0	2	1	2	1	0	0	0	15
	46.67%	13.33%	0.0%	0.0%	0.0%	0.0%	0.0%	13.33%	6.67%	13.33%	6.67%	0.0%	0.0%	0.0%	
IPRA	2	2	1	0	0	0	0	1	1	1	0	0	0	0	8
	25.00%	25.00%	12.50%	0.0%	0.0%	0.0%	0.0%	12.50%	12.50%	12.50%	0.0%	0.0%	0.0%	0.0%	
LAW	33	3	3	3	0	0	0	36	10	3	5	0	2	0	98
	33.67%	3.06%	3.06%	3.06%	0.0%	0.0%	0.0%	36.73%	10.20%	3.06%	5.10%	0.0%	2.04%	0.0%	
MAYOR'S OFFICE	6	5	2	2	0	0	0	11	4	3	1	0	1	0	35
	17.14%	14.29%	5.71%	5.71%	0.0%	0.0%	0.0%	31.43%	11.43%	8.57%	2.86%	0.0%	2.86%	0.0%	
OEMC	5	33	7	1	0	0	0	2	59	8	1	0	1	1	118
	4.24%	27.97%	5.93%	0.85%	0.0%	0.0%	0.0%	1.69%	50.00%	6.78%	0.85%	0.0%	0.85%	0.85%	
POLICE	216	63	107	14	0	0	0	38	17	30	3	0	0	0	488
	44.26%	12.91%	21.93%	2.87%	0.0%	0.0%	0.0%	7.79%	3.48%	6.15%	0.61%	0.0%	0.0%	0.0%	
PROCUREMENT	0	2	0	1	0	0	0	3	1	0	0	0	0	0	7
	0.0%	28.57%	0.0%	14.29%	0.0%	0.0%	0.0%	42.86%	14.29%	0.0%	0.0%	0.0%	0.0%	0.0%	
PUBLIC LIBRARY	2	0	0	0	0	0	0	4	0	0	0	0	0	0	6
	33.33%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	66.67%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	
STREETS & SAN	32	48	20	2	0	5	0	5	16	3	0	0	2	0	133
	24.06%	36.09%	15.04%	1.50%	0.0%	3.76%	0.0%	3.76%	12.03%	2.26%	0.0%	0.0%	1.50%	0.0%	
TRANSPORTN	25	10	11	2	0	0	0	4	9	2	0	0	0	0	63
	39.68%	15.87%	17.46%	3.17%	0.0%	0.0%	0.0%	6.35%	14.29%	3.17%	0.0%	0.0%	0.0%	0.0%	
TREASURER	1	0	0	1	0	0	0	1	1	1	0	0	0	0	5
	20.00%	0.0%	0.0%	20.00%	0.0%	0.0%	0.0%	20.00%	20.00%	20.00%	0.0%	0.0%	0.0%	0.0%	
WATER MGMNT	61	57	18	4	0	0	1	1	13	2	2	0	0	0	159

MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNA= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNA= Female Race Unknown



GENDER-ETHNIC BREAKDOWN
 NEW HIRES
 1/1/12 TO 12/31/12

DEPARTMENT	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
	38.36%	35.85%	11.32%	2.52%	0.0%	0.0%	0.63%	0.63%	8.18%	1.26%	1.26%	0.0%	0.0%	0.0%	

TOTAL:	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
	499	373	205	41	1	5	2	177	235	74	19	0	7	1	1639
	30.45%	22.76%	12.51%	2.50%	0.06%	0.31%	0.12%	10.80%	14.34%	4.51%	1.16%	0.0%	0.43%	0.06%	

MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNA= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNA= Female Race Unknown



PROMOTIONS

01/01/2012 TO 12/31/2012

DEPARTMENT	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
ANIMAL CONTRL	0	1	0	0	0	0	0	2	2	0	0	0	0	0	5
		20.00 %						40.00 %	40.00 %						
AVIATION	11	5	7	0	0	0	0	0	1	0	0	0	0	0	24
	45.83 %	20.83 %	29.17 %						4.17 %						
BOARD OF ELECTION	0	0	2	0	0	0	0	0	1	0	0	0	0	0	3
			66.67 %						33.33 %						
BUDGET & MGMT	0	0	0	1	0	0	0	2	1	1	0	0	0	0	5
				20.00 %				40.00 %	20.00 %	20.00 %					
BUILDINGS	4	1	1	2	0	0	0	1	0	0	0	0	0	0	9
	44.44 %	11.11 %	11.11 %	22.22 %				11.11 %							
BUSINESS AFFAIRS	1	0	0	0	0	0	0	0	0	0	0	0	0	0	1
	100.00 %														
CITY CLERK	0	0	0	0	0	0	0	0	1	1	0	0	0	0	2
									50.00 %	50.00 %					
CITY COUNCIL	0	0	2	0	0	0	0	1	2	1	0	0	0	0	6
			33.33 %					16.67 %	33.33 %	16.67 %					
CULTURAL AFFAIRS	0	0	0	0	0	0	0	0	0	0	1	0	0	0	1
											100.00 %				
DoIT	3	0	0	0	0	0	0	2	0	0	0	0	0	0	5
	60.00 %							40.00 %							
FAMILY & SUPPORT	0	2	1	0	0	0	0	2	7	1	0	0	0	0	13
		15.38 %	7.69 %					15.38 %	53.85 %	7.69 %					
FINANCE	5	1	1	1	0	0	0	1	2	1	0	0	0	0	12
	41.67 %	8.33 %	8.33 %	8.33 %				8.33 %	16.67 %	8.33 %					
FIRE	198	39	20	1	1	0	0	10	2	0	0	0	0	0	271

MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MNH = Male Native Hawaiian, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNS= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FNH = Female Native Hawaiian, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNS= Female Race Unknown



PROMOTIONS

01/01/2012 TO 12/31/2012

DEPARTMENT	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
	73.06 %	14.39 %	7.38 %	0.37 %	0.37 %			3.69 %	0.74 %						
FLEET AND FACILITY MGMT	6	0	0	1	0	0	0	0	1	1	0	0	0	0	9
	66.67 %			11.11 %					11.11 %	11.11 %					
HEALTH	0	1	0	0	0	0	0	0	1	1	0	0	0	0	3
		33.33 %							33.33 %	33.33 %					
HOUSING & ECON DEV	2	0	0	0	0	0	0	0	1	0	0	0	0	0	3
	66.67 %								33.33 %						
HUMAN RESOURCES	0	0	1	0	0	0	0	0	0	1	0	0	0	0	2
			50.00 %							50.00 %					
INSPECTOR GEN	1	0	0	0	0	0	0	0	1	2	0	0	0	0	4
	25.00 %								25.00 %	50.00 %					
IPRA	1	1	1	0	0	0	0	1	0	0	0	0	0	0	4
	25.00 %	25.00 %	25.00 %					25.00 %							
LAW	9	0	0	0	1	0	0	7	0	3	1	0	0	0	21
	42.86 %				4.76 %			33.33 %		14.29 %	4.76 %				
MAYOR'S OFFICE	1	0	1	1	0	1	0	4	1	1	0	0	0	0	10
	10.00 %		10.00 %	10.00 %		10.00 %		40.00 %	10.00 %	10.00 %					
OEMC	1	1	0	0	0	0	0	0	0	0	0	0	0	0	2
	50.00 %	50.00 %													
POLICE	91	33	32	4	1	0	0	17	16	7	1	0	0	0	202
	45.05 %	16.34 %	15.84 %	1.98 %	0.50 %			8.42 %	7.92 %	3.47 %	0.50 %				
PROCUREMENT	2	1	0	0	0	0	0	0	1	0	0	0	0	0	4
	50.00 %	25.00 %							25.00 %						
PUBLIC LIBRARY	4	1	3	1	0	0	0	8	3	1	0	0	0	0	21
	19.05 %	4.76 %	14.29 %	4.76 %				38.10 %	14.29 %	4.76 %					
STREETS & SAN	10	4	3	0	0	0	0	2	4	1	0	0	0	0	24

MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MNH = Male Native Hawaiian, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNS= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FNH = Female Native Hawaiian, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNS= Female Race Unknown



PROMOTIONS

01/01/2012 TO 12/31/2012

DEPARTMENT	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
	41.67 %	16.67 %	12.50 %					8.33 %	16.67 %	4.17 %					
TRANSPORTN	20	4	2	0	0	0	0	1	1	0	1	0	1	0	30
	66.67 %	13.33 %	6.67 %					3.33 %	3.33 %		3.33 %		3.33 %		
TREASURER	0	1	0	0	0	0	0	0	0	0	0	0	0	0	1
		100.00 %													
WATER MGMNT	18	8	6	1	0	0	0	1	1	0	0	0	0	0	35
	51.43 %	22.86 %	17.14 %	2.86 %				2.86 %	2.86 %						
	388	104	83	13	3	1	0	62	50	23	4	0	1	0	732
	53.01 %	14.21 %	11.34 %	1.78 %	0.41 %	0.14 %		8.47 %	6.83 %	3.14 %	0.55 %		0.14 %		

MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MNH = Male Native Hawaiian, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNS= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FNH = Female Native Hawaiian, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNS= Female Race Unknown



PROMOTIONS

01/01/2013 TO 09/30/2013

DEPARTMENT	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
AVIATION	10	0	2	1	0	0	1	1	0	1	0	0	0	0	16
	62.50 %		12.50 %	6.25 %			6.25 %	6.25 %		6.25 %					
BOARD OF ELECTION	8	7	3	0	0	0	0	0	4	1	0	0	0	0	23
	34.78 %	30.43 %	13.04 %						17.39 %	4.35 %					
BUDGET & MGMT	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
								100.00 %							
BUILDINGS	1	0	0	0	0	0	0	1	0	0	0	0	0	0	2
	50.00 %							50.00 %							
BUSINESS AFFAIRS	0	0	0	0	0	0	0	0	0	1	0	0	0	0	1
										100.00 %					
CITY CLERK	1	0	0	0	0	0	0	1	0	1	0	0	0	0	3
	33.33 %							33.33 %		33.33 %					
CITY COUNCIL	2	2	1	0	0	0	0	3	0	2	0	0	0	0	10
	20.00 %	20.00 %	10.00 %					30.00 %		20.00 %					
CULTURAL AFFAIRS	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
									100.00 %						
DoIT	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
								100.00 %							
FAMILY & SUPPORT	1	0	1	0	0	0	0	1	0	0	0	0	0	0	3
	33.33 %		33.33 %					33.33 %							
FINANCE	0	0	2	0	0	0	0	1	1	0	0	0	0	0	4
			50.00 %					25.00 %	25.00 %						
FIRE	227	152	28	3	0	0	0	24	9	0	1	0	0	0	444
	51.13 %	34.23 %	6.31 %	0.68 %				5.41 %	2.03 %		0.23 %				
FLEET AND FACILITY MGMT	18	1	0	0	0	0	0	0	0	0	0	0	0	0	19

MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MNH = Male Native Hawaiian, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNS= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FNH = Female Native Hawaiian, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNS= Female Race Unknown



PROMOTIONS

01/01/2013 TO 09/30/2013

DEPARTMENT	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
HEALTH	0 94.74 %	0 5.26 %	0	0	0	0	0	1	0	0	0	0	0	1	2
								50.00 %						50.00 %	
HOUSING & ECON DEV	1 50.00 %	0	0	0	0	0	0	1	0	0	0	0	0	0	2
								50.00 %							
HUMAN RESOURCES	0	0	0	0	0	0	0	1	0	0	0	0	0	0	1
								100.00 %							
INSPECTOR GEN	4 66.67 %	1 16.67 %	0	0	0	0	0	0	0	0	1	0	0	0	6
											16.67 %				
IPRA	0	0	0	0	0	0	0	0	1	0	0	0	0	0	1
									100.00 %						
LAW	8 30.77 %	1 3.85 %	0	0	0	0	0	11	2	2	2	0	0	0	26
								42.31 %	7.69 %	7.69 %	7.69 %				
MAYOR'S OFFICE	3 42.86 %	1 14.29 %	0	1 14.29 %	0	0	0	2	0	0	0	0	0	0	7
								28.57 %							
OEMC	2 14.29 %	0	0	0	0	0	0	1	10	1	0	0	0	0	14
								7.14 %	71.43 %	7.14 %					
POLICE	74 49.01 %	23 15.23 %	25 16.56 %	2 1.32 %	0	0	0	15	10	2	0	0	0	0	151
								9.93 %	6.62 %	1.32 %					
PROCUREMENT	1 20.00 %	0	0	0	0	0	0	1	3	0	0	0	0	0	5
								20.00 %	60.00 %						
PUBLIC LIBRARY	3 13.64 %	1 4.55 %	0	2 9.09 %	0	0	0	10	3	2	0	0	0	1	22
								45.45 %	13.64 %	9.09 %				4.55 %	
STREETS & SAN	4 44.44 %	1 11.11 %	0	0	0	0	1 11.11 %	2	1	0	0	0	0	0	9
								22.22 %	11.11 %						
TRANSPORTN	9	6	1	0	0	0	0	0	2	0	0	0	0	0	18

MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MNH = Male Native Hawaiian, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNS= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FNH = Female Native Hawaiian, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNS= Female Race Unknown



PROMOTIONS

01/01/2013 TO 09/30/2013

DEPARTMENT	MWH	MBL	MSP	MAS	MAI	M2+	MNA	FWH	FBL	FSP	FAS	FAI	F2+	FNA	TOTAL
	50.00 %	33.33 %	5.56 %						11.11 %						
TREASURER	0	0	1	0	0	0	0	0	0	0	0	0	0	0	1
			100.00 %												
WATER MGMNT	16	11	1	0	0	0	0	2	0	2	0	0	0	0	32
	50.00 %	34.38 %	3.13 %					6.25 %		6.25 %					
	393	207	65	9	0	0	2	81	47	15	4	0	0	2	825
	47.64 %	25.09 %	7.88 %	1.09 %			0.24 %	9.82 %	5.70 %	1.82 %	0.48 %			0.24 %	

MWH = Male White, MBL = Male Black, MSP = Male Hispanic, MNH = Male Native Hawaiian, MAS = Male Asian, MAI = Male Amer Ind, M2+ = Male 2 Races, MNS= Male Race Unknown, FWH = Female White, FBL = Female Black, FSP = Female Hispanic, FNH = Female Native Hawaiian, FAS = Female Asian, FAI = Female Amer Ind, F2+ = Female 2 Races, FNS= Female Race Unknown



EMPLOYEE COUNTS BY ZIP CODE

ZIP	Number Of Employees
20036	1
20816	1
60600	1
60601	40
60602	3
60604	3
60605	147
60606	12
60607	211
60608	555
60609	682
60610	140
60611	81
60612	341
60613	243
60614	188
60615	347
60616	655
60617	1,146
60618	625
60619	918
60620	872
60621	194
60622	325
60623	329
60624	245
60625	367
60626	214
60627	5
60628	1,010
60629	807
60630	1,123
60631	2,001
60632	347
60633	347
60634	1,559
60635	51
60636	224
60637	285
60638	2,526
60639	448
60640	311
60641	617



City Of Chicago
Department of Human Resources
Records Management
09/30/2013

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EMPLOYEE COUNTS BY ZIP CODE

ZIP	Number Of Employees
60642	87
60643	1,445
60644	359
60645	288
60646	1,094
60647	457
60648	1
60649	427
60651	434
60652	1,446
60653	373
60654	88
60655	3,077
60656	1,122
60657	210
60659	244
60660	202
60661	32
60663	1
60706	1
60707	317
60827	16
GRAND TOTAL:	32,268

City of Chicago- Hiring Process

