



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 6, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-01 Handbook

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Tom Tunney requested a status update on the production of an Aldermanic/Council Staff handbook.

The Office of the Inspector General developed a draft handbook for Aldermen and their staff that is meant to provide guidance on general administrative issues including contracting, time keeping, human resources and invoicing. The Department of Human Resources provided feedback to the Office of Inspector General on sections relating to HR administration. The handbook is still with the OIG for final review.

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



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 6, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-02 Diversity

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Jason Ervin requested a list of organizations the Chief Diversity Officer (CDO) has worked with in order to increase Citywide diversity.

The attached reports provide a list of organizations, along with Aldermanic Wards and Sister Agencies, that the CDO is currently working with to expand diversity within the City.

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

| Org | Contact | Email | Code |
|------------|-----------------|--|-------------|
| 17th Ward | David Moore | alderman@17ward.com | AAP |
| 34th Ward | Carrie Austin | ursula.coleman@cityofchicago.org | AAP |
| 37th Ward | Emma Mitts | MaryE.Phillips@cityofchicago.org | AAP |
| 3rd Ward | Pat Dowell | pat.dowell@cityofchicago.org | AAP |
| 5th Ward | Leslie Hairston | lhairston@cityofchicago.org | AAP |
| 6th Ward | Rod Sawyer | ward06@cityofchicago.org | AAP |
| 7th Ward | Greg Mitchell | 7th@gregmitchell7thward.org | AAP |

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| 4th Ward | Sophia King | ward04@cityofchicago.org | DSP |
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| 1st Ward | Daniel La Spata | noemiavelar@the1stward.com | WHP |
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|--------------------------------------|---|--------|
| African American Professionals (AAP) | 7 | 77.78% |
| Diverse Professionals (DSP) | 1 | 11.11% |
| Women Professionals (WHP) | 1 | 11.11% |

| | |
|----------|----------------|
| 9 | 100.00% |
|----------|----------------|

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| Black Data Processing Association | Black Data Processing Association - Chicago | Pamela Sexton | Chicago@bdpa.org | Phone # Nat'l BDPA - 312-744-0564 | AAP |
| Black Women Talk Tech (BWTT) | | Demetria Gallegher | demetria@thejamiigroup.com | (217) 390-0736 | AAP |
| Cook County Bar Association- | | Cordelia Brown | cbrown@cookcountybar.org | | AAP |
| Garfield Park Black Chamber of Commerce | | Siri Hibbler | siri.hibbler@gfpchamberchicago.org | (312) 970-9036 | AAP |
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| National Urban League (NUL) | Chicago Urban League (CUL) | Barbara Lumpkin | president@chicagourbanleague.org | | AAP |
| North Lawndale Employment Network (NLEN) | | Brenda Palms Barber | palms@sbcglobal.net | | AAP |
| Olive-Harvey College | | Kimberly Hollingsworth | khollingsworth@ccc.edu | (312) 320-7810 | AAP |

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| Asian American Bar Association++ | | Jasmine Hernandez | Chicago.aaba@gmail.com | | ASP |
| Asian American Coalition of Chicago | | Paul Park | ppark436@gmail.com | | ASP |
| Chinese Mutual Aid Association | | Dennis Mondero | info@chinesemutualaid.org | 773-784-2900 | ASP |
| Japanese American Service Committee (JASC) | | Michael Takada | mtakada@jasc-chicago.org | | ASP |
| Leadership Education for Asian Pacifics (LEAP) | 0 regional affiliates | Linda Akutagawa | lakutagawa@leap.org | | ASP |
| National Asian Pacific American Bar Association (NAPABA) | 10 regions++ | Panket Doshi | pdoshi@mwe.com | | ASP |
| National Association of Asian American Professionals | Chicago Chapter | Elizabeth Yang | elizabeth.yang@naaap.org | rose_olea@naaapchicago.org | ASP |
| Society of Asian Scientists & Engineers | | Khánh Vu | khanh.vu@saseconnect.org | | ASP |

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| Blacks Excelling in Sales & Tech (BEST) | | Francesca Fontenot | ffontenot@twitter.com | (415) 222-9670 | DSP |
| Center for Healthcare Innovation (CHI) | | Joseph Gaspero | joey@chisite.org | (773) 330-2416 | DSP |
| Chicago Women in Trades | CWIT | Jayne Vellinga | JVellinga@CWIT2.ORG | 312-942-1444 | DSP |
| Disability:IN Chicagoland | Chicagoland Business of Commerce | Laura Wilhelm | laura@di-chi.org | (312) 494-6718 | DSP |
| Equality Illinois | www.equalityillinois.us | Lynne Perryman | lynne.perryman@chase.com | 773-477-7173 | DSP |
| Illinois Institute of Technology | | Jeremy Alexis | alexis@id.iit.edu | (312) 595-4900 | DSP |
| LGBT Chamber of Commerce of Illinois | LGBTCC | Jerome Holston | jholston@lgbtcc.com | 773-303-0167 | DSP |
| Loyola University | | Seth Green | sgreen12@luc.edu | (312) 915-6781 | DSP |
| National Organization of Minority Architects (NOMA) | | Kimberly Dowdell | kimberly.dowdell@hok.com | (607) 339-1167 | DSP |
| Society of Women Engineers (SWE) | SWE-CRS | Katie Byczek | katie.byczek@navistar.com | swecrs.president@swe.org | DSP |
| The Chicago Network | | Kate Bensen | kbensen@thechicagonetwork.org | | DSP |
| University of Chicago | www.uchicago.edu | Thomas Choi | thomaschoi@uchicago.edu | 773-702-1234 | DSP |
| University of Illinois at Chicago | www.uic.edu | James Thompson | jthomp@uic.edu | (312) 355-0304 | DSP |
| Women Employed | womenemployed.org | Cherita Ellens | cellens@womenemployed.org | 312-782-3902 | DSP |
| YWCA | YWCA Metropolitan Chicago | Dori McWhorter | dorri.mcwhorter@ywcachicago.org | (312) 762-2751 | DSP |

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|---|---|----------------------|--|---|-------------|
| Association of Latino Professionals For America (ALPFA) | ALPFA Chicago | Emma Rodriguez-Ayala | emma.rodriguez-ayala@faegreBD.com | Formerly Association of Latino Professionals in Finance and Accounting (ALPFA) | HSP |
| Casa Central | Casa Central | Marty Castro | www.casacentral.org | 773-645-2300 | HSP |
| Chicago Latino Caucas Foundation | | Sonia Del Real | ssdelreal@cclatinocaucas.org | (773) 934-5807 | HSP |
| Chicago Latino Network | | Jaime Viteri | jaime.viteri@chicagolatinonetwork.com | (312) 547-9121 | HSP |
| Chicago United | | Gloria Castillo | gcastillo@chicago-united.org | (312) 977-3060 | HSP |
| Gads Hill Center | | Maricela Garcia | mgarcia@gadshillcenter.org | | HSP |
| Hispanic Alliance for Career Enhancement (HACE)* | | Patricia Mota | patricia@haceonline.org | | HSP |
| Hispanic Lawyers Association of Illinois | | Juan Morado | jmorado@beneschlaw.com | | HSP |
| Hispanic National Bar Association^ | Hispanic National Bar Association Chicago Chapter | Alba Cruz-Hacker | acruzhacker@hnba.com | 19 regions | HSP |
| Illinois Hispanic Chamber of Commerce | IHCC | Jaime DiPaulo | jaime@ihccbusiness.net | 312-425-9500 | HSP |
| National Latino Education Institute (NLEI) | | Elba Aranda-Suh | elbaaranda@nlei.org | formerly Spanish Coalition for Jobs | HSP |
| New American Alliance | NAA | Danielle Beyer | dbeyer@naaonline.org | | HSP |
| Prospanica (fmr NSHMBA) | Prospanica Chicago | Melanie Munoz | Chicago.President@prospanica.org | | HSP |
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| Society of Hispanic Professional Engineers (SHPE) | SHPE Chicago | Mike Salazar | salamic1@iit.edu | raquelt@shpe.org | HSP |
| Spanish Coalition for Housing | | Gabriela Roman | groman@sc4housing.org | | HSP |
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| African American Professionals (AAP) | 11 | 21.57% | | Grand Total |
| Asian American Professionals (ASP) | 8 | 15.69% | | 51 |
| Diverse Professionals (DSP) | 15 | 29.41% | | |
| Hispanic Professionals (HSP) | 17 | 33.33% | | |
| | 51 | 100.00% | | |

Job Fairs/Community Events:

- IIT's Computer Science, Information Technology, Business Services, Government, Non-Profit, Military, - Wednesday, Sep 25th
- IIT's Engineering, Industrial Technology, Architecture, and Natural Sciences - Thursday, Sep 26th
- 16th Ward Job & Resources Fair on Saturday, August 24th at Lindbloom Park
- Alderman Burnett/Jesse White's Stay in School Picnic on Saturday, August 24th at Union Park
- Department of Aviation Regional Community Job Fair - South on Wednesday, August 28th at Kennedy-King College
- Regional Community Job Fair - Central 10/22/2019 at 10 a.m. - 2 p.m. UIC Forum

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| Cook Co. Board of Commissioners | Susan Campbell | Susan.Campbell@cookcountyil.gov | DSP |
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| Chicago Park District | Jessica Maxey-Faulkner | jessica.maxey-faulkner@chicagoparkdistrict.com | DSP |
| CPS | Maurice Swinney, PhD | mswinney@cps.edu | DSP |
| Metra | Jeannette Robles | JRobles@METRARR.COM | DSP |

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Grand Total 51

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DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 6, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-03 Positions

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman David Moore requested a list of psychiatric position postings including dates and the duration.

The attached report provides a list of psychiatric position postings and the duration.

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

Psy 2017 to 2019 -- Posting and Duration_fv_11072019

| Application Completed Year (YYYY) | Requisition Title | Requisition Number | Total Applications | Posting Date | Closing Date | Duration (Days) |
|-----------------------------------|-------------------|--------------------|--------------------|--------------|--------------|-----------------|
| 2017 | PSYCHIATRIST | 3384-DPH-2017 | 1 | 08/08/17 | 10/09/17 | 62 |
| 2018 | PSYCHIATRIST | 294777 | 2 | 02/07/18 | 03/07/18 | 28 |
| 2018 | PSYCHIATRIST | 309043 | 2 | 12/14/18 | 01/11/19 | 28 |
| 2018 | PSYCHIATRIST | 309043 - OBSOLETE | 0 | 09/12/18 | 10/10/18 | 28 |
| 2018 | PSYCHIATRIST | 309043OBS | 1 | 04/20/18 | 05/18/18 | 28 |
| 2019 | PSYCHIATRIST | 322612 | 1 | 08/13/19 | 09/10/19 | 28 |
| 2019 | PSYCHIATRIST | 322612-obs-2 | 0 | 05/07/19 | 06/04/19 | 28 |
| 2019 | PSYCHIATRIST | 322612-obs-3 | 0 | 06/06/19 | 07/08/19 | 32 |
| 2019 | PSYCHIATRIST | 322612-obs-4 | 0 | 07/10/19 | 08/12/19 | 33 |
| Grand Total | | | 7 | | | 33 |

Average Days

Psy 2017 to 2019 -- Posting and Duration_fv_11072019

| Application Completed Year (YYYY) | Requisition Title | Requisition Number | Total Applications | Posting Date | Closing Date | Duration (Days) |
|--|--------------------------|---------------------------|---------------------------|---------------------|---------------------|------------------------|
| 2017 | PSYCHIATRIST | 3384-DPH-2017 | 1 | 08/08/17 | 10/09/17 | 62 |
| 2018 | PSYCHIATRIST | 294777 | 2 | 02/07/18 | 03/07/18 | 28 |
| 2018 | PSYCHIATRIST | 309043 | 2 | 12/14/18 | 01/11/19 | 28 |
| 2018 | PSYCHIATRIST | 309043 - OBSOLETE | 0 | 09/12/18 | 10/10/18 | 28 |
| 2018 | PSYCHIATRIST | 309043OBS | 1 | 04/20/18 | 05/18/18 | 28 |
| 2019 | PSYCHIATRIST | 322612 | 1 | 08/13/19 | 09/10/19 | 28 |
| 2019 | PSYCHIATRIST | 322612-obs-2 | 0 | 05/07/19 | 06/04/19 | 28 |
| 2019 | PSYCHIATRIST | 322612-obs-3 | 0 | 06/06/19 | 07/08/19 | 32 |
| 2019 | PSYCHIATRIST | 322612-obs-4 | 0 | 07/10/19 | 08/12/19 | 33 |
| Grand Total | | | 7 | | | 33 |

Average Days



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CITY OF CHICAGO

MEMORANDUM

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From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 6, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-04 Demographics

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Leslie Hairston requested the demographics of Citywide New Hires.

The attached report provides new hires from January 1, 2007 – September 30, 2019 with gender and race breakdowns.

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

33-04 DEMOGRAPHICS_-NEW_HIRES-2007-2019-111419_v2

| Year | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|------|--------|--------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|-------|--------|-------|
| 2007 | 395 | 297 | 195 | 35 | 3 | 0 | 52 | 188 | 486 | 121 | 30 | 2 | 1 | 79 | 1884 |
| | 20.97% | 15.76% | 10.35% | 1.86% | 0.16% | 0.0% | 2.76% | 9.98% | 25.80% | 6.42% | 1.59% | 0.11% | 0.05% | 4.19% | |
| 2008 | 393 | 316 | 175 | 36 | 2 | 0 | 57 | 164 | 396 | 75 | 27 | 3 | 0 | 87 | 1731 |
| | 22.70% | 18.26% | 10.11% | 2.08% | 0.12% | 0.0% | 3.29% | 9.47% | 22.88% | 4.33% | 1.56% | 0.17% | 0.0% | 5.03% | |
| 2009 | 329 | 115 | 118 | 15 | 5 | 1 | 60 | 90 | 78 | 33 | 13 | 3 | 1 | 79 | 940 |
| | 35.00% | 12.23% | 12.55% | 1.60% | 0.53% | 0.11% | 6.38% | 9.57% | 8.30% | 3.51% | 1.38% | 0.32% | 0.11% | 8.40% | |
| 2010 | 166 | 110 | 90 | 14 | 2 | 0 | 110 | 77 | 218 | 45 | 9 | 6 | 1 | 109 | 957 |
| | 17.35% | 11.49% | 9.40% | 1.46% | 0.21% | 0.0% | 11.49% | 8.05% | 22.78% | 4.70% | 0.94% | 0.63% | 0.10% | 11.39% | |
| 2011 | 191 | 120 | 74 | 15 | 1 | 2 | 91 | 116 | 203 | 36 | 10 | 4 | 0 | 95 | 958 |
| | 19.94% | 12.53% | 7.72% | 1.57% | 0.10% | 0.21% | 9.50% | 12.11% | 21.19% | 3.76% | 1.04% | 0.42% | 0.0% | 9.92% | |
| 2012 | 480 | 346 | 201 | 39 | 3 | 7 | 13 | 176 | 233 | 73 | 20 | 0 | 8 | 25 | 1624 |
| | 29.56% | 21.31% | 12.38% | 2.40% | 0.18% | 0.43% | 0.80% | 10.84% | 14.35% | 4.50% | 1.23% | 0.0% | 0.49% | 1.54% | |
| 2013 | 579 | 242 | 287 | 40 | 8 | 11 | 30 | 217 | 285 | 118 | 24 | 4 | 8 | 32 | 1885 |
| | 30.72% | 12.84% | 15.23% | 2.12% | 0.42% | 0.58% | 1.59% | 11.51% | 15.12% | 6.26% | 1.27% | 0.21% | 0.42% | 1.70% | |
| 2014 | 563 | 253 | 240 | 33 | 4 | 10 | 18 | 213 | 303 | 86 | 23 | 3 | 5 | 15 | 1769 |
| | 31.83% | 14.30% | 13.57% | 1.87% | 0.23% | 0.57% | 1.02% | 12.04% | 17.13% | 4.86% | 1.30% | 0.17% | 0.28% | 0.85% | |
| 2015 | 496 | 290 | 285 | 42 | 2 | 6 | 26 | 236 | 378 | 132 | 27 | 4 | 4 | 12 | 1940 |
| | 25.57% | 14.95% | 14.69% | 2.16% | 0.10% | 0.31% | 1.34% | 12.16% | 19.48% | 6.80% | 1.39% | 0.21% | 0.21% | 0.62% | |
| 2016 | 635 | 393 | 393 | 53 | 6 | 17 | 9 | 237 | 519 | 187 | 28 | 16 | 10 | 13 | 2516 |
| | 25.24% | 15.62% | 15.62% | 2.11% | 0.24% | 0.68% | 0.36% | 9.42% | 20.63% | 7.43% | 1.11% | 0.64% | 0.40% | 0.52% | |
| 2017 | 665 | 415 | 466 | 85 | 13 | 11 | 6 | 289 | 560 | 235 | 34 | 20 | 17 | 3 | 2819 |
| | 23.59% | 14.72% | 16.53% | 3.02% | 0.46% | 0.39% | 0.21% | 10.25% | 19.87% | 8.34% | 1.21% | 0.71% | 0.60% | 0.11% | |
| 2018 | 709 | 447 | 517 | 75 | 17 | 19 | 6 | 279 | 474 | 271 | 49 | 6 | 18 | 5 | 2892 |
| | 24.52% | 15.46% | 17.88% | 2.59% | 0.59% | 0.66% | 0.21% | 9.65% | 16.39% | 9.37% | 1.69% | 0.21% | 0.62% | 0.17% | |
| 2019 | 396 | 260 | 281 | 44 | 1 | 23 | 9 | 206 | 385 | 121 | 36 | 6 | 20 | 5 | 1793 |
| | 22.09% | 14.50% | 15.67% | 2.45% | 0.06% | 1.28% | 0.50% | 11.49% | 21.47% | 6.75% | 2.01% | 0.33% | 1.12% | 0.28% | |

33-04 City_New_Hires_2007-2019-111819_v2

| Year | Male | Female | White | Black | Hispanic | Asian | American Indian-Alaskan Native | Hawaiian-Pac Islidr | 2+ | No Race | TOTAL |
|------|--------|--------|--------|--------|----------|-------|--------------------------------|---------------------|-------|---------|-------|
| 2007 | 977 | 907 | 583 | 783 | 316 | 65 | 1 | 4 | 1 | 131 | 1884 |
| | 51.86% | 48.14% | 30.94% | 41.56% | 16.77% | 3.45% | 0.05% | 0.21% | 0.05% | 6.95% | |
| 2008 | 979 | 752 | 557 | 712 | 250 | 63 | 3 | 2 | | 144 | 1731 |
| | 56.56% | 43.44% | 32.18% | 41.13% | 14.44% | 3.64% | 0.17% | 0.12% | | 8.32% | |
| 2009 | 643 | 297 | 419 | 193 | 151 | 28 | 2 | 6 | 2 | 139 | 940 |
| | 68.40% | 31.60% | 44.57% | 20.53% | 16.06% | 2.98% | 0.21% | 0.64% | 0.21% | 14.79% | |
| 2010 | 492 | 465 | 243 | 328 | 135 | 23 | 4 | 4 | 1 | 219 | 957 |
| | 51.41% | 48.59% | 25.39% | 34.27% | 14.11% | 2.40% | 0.42% | 0.42% | 0.10% | 22.88% | |
| 2011 | 494 | 464 | 307 | 323 | 110 | 25 | 4 | 1 | 2 | 186 | 958 |
| | 51.57% | 48.43% | 32.05% | 33.72% | 11.48% | 2.61% | 0.42% | 0.10% | 0.21% | 19.42% | |
| 2012 | 1089 | 535 | 656 | 579 | 274 | 59 | | 3 | 15 | 38 | 1624 |
| | 67.06% | 32.94% | 40.39% | 35.65% | 16.87% | 3.63% | | 0.18% | 0.92% | 2.34% | |
| 2013 | 1197 | 688 | 796 | 527 | 405 | 64 | 9 | 3 | 19 | 62 | 1885 |
| | 63.50% | 36.50% | 42.23% | 27.96% | 21.49% | 3.40% | 0.48% | 0.16% | 1.01% | 3.29% | |
| 2014 | 1121 | 648 | 776 | 556 | 326 | 56 | 6 | 1 | 15 | 33 | 1769 |
| | 63.37% | 36.63% | 43.87% | 31.43% | 18.43% | 3.17% | 0.34% | 0.06% | 0.85% | 1.87% | |
| 2015 | 1147 | 793 | 732 | 668 | 417 | 69 | 5 | 1 | 10 | 38 | 1940 |
| | 59.12% | 40.88% | 37.73% | 34.43% | 21.49% | 3.56% | 0.26% | 0.05% | 0.52% | 1.96% | |
| 2016 | 1506 | 1010 | 872 | 912 | 580 | 81 | 19 | 3 | 27 | 22 | 2516 |
| | 59.86% | 40.14% | 34.66% | 36.25% | 23.05% | 3.22% | 0.76% | 0.12% | 1.07% | 0.87% | |
| 2017 | 1661 | 1158 | 954 | 975 | 701 | 119 | 26 | 7 | 28 | 9 | 2819 |
| | 58.92% | 41.08% | 33.84% | 34.59% | 24.87% | 4.22% | 0.92% | 0.25% | 0.99% | 0.32% | |
| 2018 | 1790 | 1102 | 988 | 921 | 788 | 124 | 13 | 10 | 37 | 11 | 2892 |
| | 61.89% | 38.11% | 34.16% | 31.85% | 27.25% | 4.29% | 0.45% | 0.35% | 1.28% | 0.38% | |
| 2019 | 1014 | 779 | 602 | 645 | 402 | 80 | 6 | 1 | 43 | 14 | 1793 |
| | 56.55% | 43.45% | 33.58% | 35.97% | 22.42% | 4.46% | 0.33% | 0.06% | 2.40% | 0.78% | |

33-04 DEMOGRAPHICS_-NEW_HIRES-2007-2019-111419_v2

| Year | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|------|--------|--------|--------|-------|-------|-------|--------|--------|--------|-------|-------|-------|-------|--------|-------|
| 2007 | 395 | 297 | 195 | 35 | 3 | 0 | 52 | 188 | 486 | 121 | 30 | 2 | 1 | 79 | 1884 |
| | 20.97% | 15.76% | 10.35% | 1.86% | 0.16% | 0.0% | 2.76% | 9.98% | 25.80% | 6.42% | 1.59% | 0.11% | 0.05% | 4.19% | |
| 2008 | 393 | 316 | 175 | 36 | 2 | 0 | 57 | 164 | 396 | 75 | 27 | 3 | 0 | 87 | 1731 |
| | 22.70% | 18.26% | 10.11% | 2.08% | 0.12% | 0.0% | 3.29% | 9.47% | 22.88% | 4.33% | 1.56% | 0.17% | 0.0% | 5.03% | |
| 2009 | 329 | 115 | 118 | 15 | 5 | 1 | 60 | 90 | 78 | 33 | 13 | 3 | 1 | 79 | 940 |
| | 35.00% | 12.23% | 12.55% | 1.60% | 0.53% | 0.11% | 6.38% | 9.57% | 8.30% | 3.51% | 1.38% | 0.32% | 0.11% | 8.40% | |
| 2010 | 166 | 110 | 90 | 14 | 2 | 0 | 110 | 77 | 218 | 45 | 9 | 6 | 1 | 109 | 957 |
| | 17.35% | 11.49% | 9.40% | 1.46% | 0.21% | 0.0% | 11.49% | 8.05% | 22.78% | 4.70% | 0.94% | 0.63% | 0.10% | 11.39% | |
| 2011 | 191 | 120 | 74 | 15 | 1 | 2 | 91 | 116 | 203 | 36 | 10 | 4 | 0 | 95 | 958 |
| | 19.94% | 12.53% | 7.72% | 1.57% | 0.10% | 0.21% | 9.50% | 12.11% | 21.19% | 3.76% | 1.04% | 0.42% | 0.0% | 9.92% | |
| 2012 | 480 | 346 | 201 | 39 | 3 | 7 | 13 | 176 | 233 | 73 | 20 | 0 | 8 | 25 | 1624 |
| | 29.56% | 21.31% | 12.38% | 2.40% | 0.18% | 0.43% | 0.80% | 10.84% | 14.35% | 4.50% | 1.23% | 0.0% | 0.49% | 1.54% | |
| 2013 | 579 | 242 | 287 | 40 | 8 | 11 | 30 | 217 | 285 | 118 | 24 | 4 | 8 | 32 | 1885 |
| | 30.72% | 12.84% | 15.23% | 2.12% | 0.42% | 0.58% | 1.59% | 11.51% | 15.12% | 6.26% | 1.27% | 0.21% | 0.42% | 1.70% | |
| 2014 | 563 | 253 | 240 | 33 | 4 | 10 | 18 | 213 | 303 | 86 | 23 | 3 | 5 | 15 | 1769 |
| | 31.83% | 14.30% | 13.57% | 1.87% | 0.23% | 0.57% | 1.02% | 12.04% | 17.13% | 4.86% | 1.30% | 0.17% | 0.28% | 0.85% | |
| 2015 | 496 | 290 | 285 | 42 | 2 | 6 | 26 | 236 | 378 | 132 | 27 | 4 | 4 | 12 | 1940 |
| | 25.57% | 14.95% | 14.69% | 2.16% | 0.10% | 0.31% | 1.34% | 12.16% | 19.48% | 6.80% | 1.39% | 0.21% | 0.21% | 0.62% | |
| 2016 | 635 | 393 | 393 | 53 | 6 | 17 | 9 | 237 | 519 | 187 | 28 | 16 | 10 | 13 | 2516 |
| | 25.24% | 15.62% | 15.62% | 2.11% | 0.24% | 0.68% | 0.36% | 9.42% | 20.63% | 7.43% | 1.11% | 0.64% | 0.40% | 0.52% | |
| 2017 | 665 | 415 | 466 | 85 | 13 | 11 | 6 | 289 | 560 | 235 | 34 | 20 | 17 | 3 | 2819 |
| | 23.59% | 14.72% | 16.53% | 3.02% | 0.46% | 0.39% | 0.21% | 10.25% | 19.87% | 8.34% | 1.21% | 0.71% | 0.60% | 0.11% | |
| 2018 | 709 | 447 | 517 | 75 | 17 | 19 | 6 | 279 | 474 | 271 | 49 | 6 | 18 | 5 | 2892 |
| | 24.52% | 15.46% | 17.88% | 2.59% | 0.59% | 0.66% | 0.21% | 9.65% | 16.39% | 9.37% | 1.69% | 0.21% | 0.62% | 0.17% | |
| 2019 | 396 | 260 | 281 | 44 | 1 | 23 | 9 | 206 | 385 | 121 | 36 | 6 | 20 | 5 | 1793 |
| | 22.09% | 14.50% | 15.67% | 2.45% | 0.06% | 1.28% | 0.50% | 11.49% | 21.47% | 6.75% | 2.01% | 0.33% | 1.12% | 0.28% | |

33-04 City_New_Hires_2007-2019-111819_v2

| Year | Male | Female | White | Black | Hispanic | Asian | American Indian- Alaskan Native | Hawaiian-Pac Islidr | 2+ | No Race | TOTAL |
|------|--------|--------|--------|--------|----------|-------|------------------------------------|---------------------|-------|---------|-------|
| 2007 | 977 | 907 | 583 | 783 | 316 | 65 | 1 | 4 | 1 | 131 | 1884 |
| | 51.86% | 48.14% | 30.94% | 41.56% | 16.77% | 3.45% | 0.05% | 0.21% | 0.05% | 6.95% | |
| 2008 | 979 | 752 | 557 | 712 | 250 | 63 | 3 | 2 | | 144 | 1731 |
| | 56.56% | 43.44% | 32.18% | 41.13% | 14.44% | 3.64% | 0.17% | 0.12% | | 8.32% | |
| 2009 | 643 | 297 | 419 | 193 | 151 | 28 | 2 | 6 | 2 | 139 | 940 |
| | 68.40% | 31.60% | 44.57% | 20.53% | 16.06% | 2.98% | 0.21% | 0.64% | 0.21% | 14.79% | |
| 2010 | 492 | 465 | 243 | 328 | 135 | 23 | 4 | 4 | 1 | 219 | 957 |
| | 51.41% | 48.59% | 25.39% | 34.27% | 14.11% | 2.40% | 0.42% | 0.42% | 0.10% | 22.88% | |
| 2011 | 494 | 464 | 307 | 323 | 110 | 25 | 4 | 1 | 2 | 186 | 958 |
| | 51.57% | 48.43% | 32.05% | 33.72% | 11.48% | 2.61% | 0.42% | 0.10% | 0.21% | 19.42% | |
| 2012 | 1089 | 535 | 656 | 579 | 274 | 59 | | 3 | 15 | 38 | 1624 |
| | 67.06% | 32.94% | 40.39% | 35.65% | 16.87% | 3.63% | | 0.18% | 0.92% | 2.34% | |
| 2013 | 1197 | 688 | 796 | 527 | 405 | 64 | 9 | 3 | 19 | 62 | 1885 |
| | 63.50% | 36.50% | 42.23% | 27.96% | 21.49% | 3.40% | 0.48% | 0.16% | 1.01% | 3.29% | |
| 2014 | 1121 | 648 | 776 | 556 | 326 | 56 | 6 | 1 | 15 | 33 | 1769 |
| | 63.37% | 36.63% | 43.87% | 31.43% | 18.43% | 3.17% | 0.34% | 0.06% | 0.85% | 1.87% | |
| 2015 | 1147 | 793 | 732 | 668 | 417 | 69 | 5 | 1 | 10 | 38 | 1940 |
| | 59.12% | 40.88% | 37.73% | 34.43% | 21.49% | 3.56% | 0.26% | 0.05% | 0.52% | 1.96% | |
| 2016 | 1506 | 1010 | 872 | 912 | 580 | 81 | 19 | 3 | 27 | 22 | 2516 |
| | 59.86% | 40.14% | 34.66% | 36.25% | 23.05% | 3.22% | 0.76% | 0.12% | 1.07% | 0.87% | |
| 2017 | 1661 | 1158 | 954 | 975 | 701 | 119 | 26 | 7 | 28 | 9 | 2819 |
| | 58.92% | 41.08% | 33.84% | 34.59% | 24.87% | 4.22% | 0.92% | 0.25% | 0.99% | 0.32% | |
| 2018 | 1790 | 1102 | 988 | 921 | 788 | 124 | 13 | 10 | 37 | 11 | 2892 |
| | 61.89% | 38.11% | 34.16% | 31.85% | 27.25% | 4.29% | 0.45% | 0.35% | 1.28% | 0.38% | |
| 2019 | 1014 | 779 | 602 | 645 | 402 | 80 | 6 | 1 | 43 | 14 | 1793 |
| | 56.55% | 43.45% | 33.58% | 35.97% | 22.42% | 4.46% | 0.33% | 0.06% | 2.40% | 0.78% | |



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 6, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-05 Cases

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Leslie Hairston requested the number of EEO, VIW and Harassment cases.

The attached reports by case type and department from January 1, 2019 – October 30, 2019 provide the requested data.

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

**Department of Human Resources - Sexual Harassment Cases
Received by Department**

| Department | 2019 YTD 10/31/2019 |
|---|--------------------------------|
| Administrative Hearings - 030 | |
| Animal Care & Control -073 | |
| Aviation - 085 | |
| Budget Management - 005 | |
| Buildings - 067 | |
| Business Affairs & Con. Protection - 070 | |
| City Clerk - 025 | |
| City Council - 015 | |
| City Treasurer - 028 | 1 |
| COPA - 060 (IPRA -056) | |
| Cultural Affairs & Special Events - 023 | |
| Board of Elections - 039 | |
| Board of Ethics - 078 | |
| Emergency Management & Communication - 058 | 2 |
| Family and Support Services - 050 | |
| Finance - 027 | 2 |
| Fire - 059 | 2 |
| Fleet & Facilities Management-2FM-038 | 2 |
| Health – CDPH - 041 | 1 |
| Housing -021 | 1 |
| Human Relations - 045 | |
| Human Resources - 033 | |
| Innovation & Technology - 006 | |
| OIG - 003 | |
| Law - 031 | |
| Library - 091 | 3 |
| License Appeals - 077 | |
| Mayor’s Office - 001 | |
| Mayor’s Office for People with Disabilities - MOPD – 048 | |
| Planning & Development - 054 | |
| Police - 057 | |
| Police Board - 055 | |
| Procurement - 035 | |
| Streets and Sanitation - 081 | 5 |
| Transportation - 084 | 2 |
| Water Management – 088 | 5 |
| Total Cases | <u>26</u> |

**Department of Human Resources - Sexual Harassment Cases
Received by Department**

| Department | 2019 YTD 10/31/2019 |
|---|--------------------------------|
| Administrative Hearings - 030 | |
| Animal Care & Control -073 | |
| Aviation - 085 | |
| Budget Management - 005 | |
| Buildings - 067 | |
| Business Affairs & Con. Protection - 070 | |
| City Clerk - 025 | |
| City Council - 015 | |
| City Treasurer - 028 | 1 |
| COPA - 060 (IPRA -056) | |
| Cultural Affairs & Special Events - 023 | |
| Board of Elections - 039 | |
| Board of Ethics - 078 | |
| Emergency Management & Communication - 058 | 2 |
| Family and Support Services - 050 | |
| Finance - 027 | 2 |
| Fire - 059 | 2 |
| Fleet & Facilities Management-2FM-038 | 2 |
| Health – CDPH - 041 | 1 |
| Housing -021 | 1 |
| Human Relations - 045 | |
| Human Resources - 033 | |
| Innovation & Technology - 006 | |
| OIG - 003 | |
| Law - 031 | |
| Library - 091 | 3 |
| License Appeals - 077 | |
| Mayor’s Office - 001 | |
| Mayor’s Office for People with Disabilities - MOPD – 048 | |
| Planning & Development - 054 | |
| Police - 057 | |
| Police Board - 055 | |
| Procurement - 035 | |
| Streets and Sanitation - 081 | 5 |
| Transportation - 084 | 2 |
| Water Management – 088 | 5 |
| Total Cases | <u>26</u> |



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-06, 33-18 Shakman

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Aldermen Thompson and Hairston requested a list of the Citywide Shakman covered and exempt positions.

The attached reports provide a list of the Citywide Shakman covered and exempt positions with demographics.

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



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

ADMIN HEARNG

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|-------|-----|
| 9818-DEPUTY DIR OF ADMINISTRATIVE ADJUDICATION | EX 9818 | Male | WHITE | 1 |
| 9930-DIR OF ADMINISTRATIVE HEARINGS | EX 9930 | Female | WHITE | 1 |
| DEPT TOTAL: 2 | | | | |

ANIMAL CONTRL

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|-------|-----|
| 9684-DEPUTY DIR | EX 9684 | Male | BLACK | 1 |
| 9973-EXECUTIVE DIR OF ANIMAL CARE AND CONTROL | EX 9973 | Female | WHITE | 1 |
| DEPT TOTAL: 2 | | | | |

AVIATION

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----|
| 0313-ASST COMMISSIONER | SR 0313 | Female | WHITE | 1 |
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | BLACK | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | BLACK | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | ASIAN | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 5 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | HISPANIC | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | BLACK | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | HISPANIC | 2 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

AVIATION

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|-------|-----|
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | WHITE | 1 |
| 9985-COMMISSIONER OF AVIATION | EX 9985 | Female | WHITE | 1 |
| DEPT TOTAL: 23 | | | | |

BOARD OF ETHICS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--------------------------------------|-----------|--------|-------|-----|
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 1 |
| 9978-EXECUTIVE DIR - BOARD OF ETHICS | EX 9978 | Male | WHITE | 1 |
| DEPT TOTAL: 2 | | | | |

BUDGET & MGMT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--------------------------------------|-----------|--------|----------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | BLACK | 1 |
| 1120-MANAGING DEPUTY BUDGET DIRECTOR | EX 1120 | Male | BLACK | 1 |
| 1120-MANAGING DEPUTY BUDGET DIRECTOR | EX 1120 | Male | HISPANIC | 1 |
| 1124-ASST BUDGET DIR | SR 1124 | Male | BLACK | 1 |
| 1124-ASST BUDGET DIR | SR 1124 | Male | WHITE | 1 |
| 9656-DEPUTY BUDGET DIR | EX 9656 | Female | BLACK | 2 |
| 9656-DEPUTY BUDGET DIR | EX 9656 | Female | WHITE | 2 |
| 9656-DEPUTY BUDGET DIR | EX 9656 | Male | HISPANIC | 1 |
| 9656-DEPUTY BUDGET DIR | EX 9656 | Male | WHITE | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 1 |
| 9868-FIRST DEPUTY BUDGET DIR | EX 9868 | Male | WHITE | 1 |
| 9905-BUDGET DIR | EX 9905 | Female | ASIAN | 1 |
| DEPT TOTAL: 14 | | | | |

BUILDINGS



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

BUILDINGS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----|
| 0313-ASST COMMISSIONER | SR 0313 | Female | HISPANIC | 1 |
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | HISPANIC | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | AMER IND | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 3 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | BLACK | 1 |
| 9967-COMMISSIONER OF BUILDINGS | EX 9967 | Female | WHITE | 1 |

DEPT TOTAL: 11

BUSINESS AFFAIRS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----|
| 0313-ASST COMMISSIONER | SR 0313 | Female | BLACK | 1 |
| 1434-DIR OF PUBLIC INFORMATION | SR 1434 | Male | WHITE | 1 |
| 9658-LOCAL LIQUOR CONTROL COMMISSIONER | EX 9658 | Female | WHITE | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | ASIAN | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | BLACK | 1 |
| 9970-COMMISSIONER OF BUS AFFAIRS AND CONSUMER PROT | EX 9970 | Female | HISPANIC | 1 |

DEPT TOTAL: 9

CITY CLERK

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|-------|-----|
| 0212-DIR OF COLLECTION PROCESSING | BX 16 | Male | WHITE | 1 |
| 0306-ASST DIR | SR 0306 | Female | BLACK | 1 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

CITY CLERK

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|----------|-----|
| 0310-PROJECT MANAGER | SR 0310 | Male | HISPANIC | 1 |
| 0311-PROJECTS ADMINISTRATOR | SR 0311 | Female | HISPANIC | 1 |
| 0315-DEPUTY CITY CLERK | EX 0315 | Female | WHITE | 1 |
| 0442-DIR OF LICENSE ISSUANCE | SR 0442 | Male | WHITE | 1 |
| 0726-DEPUTY MANAGING EDITOR COUNCIL JOURNAL | SR 0726 | Male | BLACK | 1 |
| 0727-MANAGING EDITOR COUNCIL JOURNAL | SR 0727 | Male | WHITE | 1 |
| 0729-INFORMATION COORD | BX 16 | Male | BLACK | 1 |
| 1246-DIR OF LICENSE ADMINISTRATION | SR 1246 | Female | HISPANIC | 1 |
| 1246-DIR OF LICENSE ADMINISTRATION | SR 1246 | Female | WHITE | 1 |
| 1246-DIR OF LICENSE ADMINISTRATION | SR 1246 | Male | WHITE | 1 |
| 1256-SUPERVISING INVESTIGATOR | BX 17 | Male | ASIAN | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | WHITE | 1 |
| 1651-OFFICE ADMINISTRATOR | EX 1651 | Female | WHITE | 1 |
| 3057-DIR OF PROGRAM OPERATIONS | SR 3057 | Female | BLACK | 1 |
| 3092-PROGRAM DIR | BX 17 | Male | HISPANIC | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | HISPANIC | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | HISPANIC | 1 |
| 9925-CITY CLERK | EX 9925 | Female | HISPANIC | 1 |

DEPT TOTAL: 21

CITY COUNCIL

| TITLE | PAY GRADE | Gender | RACE | NOP |
|----------------------|-----------|--------|-----------|-----|
| 4001-ALDERMANIC AIDE | EX 4001 | Female | 2 OR MORE | 2 |
| 4001-ALDERMANIC AIDE | EX 4001 | Female | ASIAN | 1 |
| 4001-ALDERMANIC AIDE | EX 4001 | Female | BLACK | 15 |
| 4001-ALDERMANIC AIDE | EX 4001 | Female | HISPANIC | 9 |
| 4001-ALDERMANIC AIDE | EX 4001 | Female | NA | 1 |
| 4001-ALDERMANIC AIDE | EX 4001 | Female | WHITE | 16 |
| 4001-ALDERMANIC AIDE | EX 4001 | Male | BLACK | 8 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

CITY COUNCIL

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---------------------------------|-----------|--------|-----------|-----|
| 4001-ALDERMANIC AIDE | EX 4001 | Male | HISPANIC | 6 |
| 4001-ALDERMANIC AIDE | EX 4001 | Male | WHITE | 10 |
| 9601-ALDERMAN | EX 9601 | Female | BLACK | 6 |
| 9601-ALDERMAN | EX 9601 | Female | HISPANIC | 1 |
| 9601-ALDERMAN | EX 9601 | Female | NA | 4 |
| 9601-ALDERMAN | EX 9601 | Female | WHITE | 4 |
| 9601-ALDERMAN | EX 9601 | Male | BLACK | 9 |
| 9601-ALDERMAN | EX 9601 | Male | HISPANIC | 6 |
| 9601-ALDERMAN | EX 9601 | Male | NA | 10 |
| 9601-ALDERMAN | EX 9601 | Male | WHITE | 10 |
| 9603-ASST CNCL COMM SEC | EX 9603 | Female | HISPANIC | 1 |
| 9603-ASST CNCL COMM SEC | EX 9603 | Female | WHITE | 1 |
| 9611-ASST SERGEANT AT ARMS | EX 9611 | Female | NA | 1 |
| 9611-ASST SERGEANT AT ARMS | EX 9611 | Male | BLACK | 2 |
| 9611-ASST SERGEANT AT ARMS | EX 9611 | Male | NA | 1 |
| 9619-SERGEANT AT ARMS | EX 9619 | Male | BLACK | 1 |
| 9620-CLERK CITY COUNCIL | EX 9620 | Female | HISPANIC | 1 |
| 9620-CLERK CITY COUNCIL | EX 9620 | Male | BLACK | 1 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | 2 OR MORE | 1 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | ASIAN | 2 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | BLACK | 21 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | HISPANIC | 14 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | NA | 1 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | WHITE | 21 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Male | ASIAN | 1 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Male | BLACK | 17 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Male | HISPANIC | 15 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Male | NA | 3 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Male | WHITE | 11 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Male | NA | 1 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Female | BLACK | 9 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Female | HISPANIC | 5 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

CITY COUNCIL

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---------------------------------|-----------|--------|----------|------------|
| 9645-ASST TO THE ALDERMAN | EX 9645 | Female | NA | 1 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Female | WHITE | 14 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Male | BLACK | 8 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Male | HISPANIC | 5 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Male | NA | 1 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Male | WHITE | 7 |
| 9678-LEGISLATIVE FISCAL ANALYST | EX 9678 | Male | BLACK | 1 |
| 9678-LEGISLATIVE FISCAL ANALYST | EX 9678 | Male | WHITE | 1 |
| 9693-COMMITTEE SECRETARY | EX 9693 | Female | BLACK | 1 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Female | ASIAN | 2 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Female | BLACK | 11 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Female | HISPANIC | 7 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Female | NA | 2 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Female | WHITE | 14 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Male | BLACK | 6 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Male | HISPANIC | 8 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Male | NA | 1 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Male | WHITE | 15 |
| 9807-LEGISLATIVE ASST | EX 9807 | Female | WHITE | 1 |
| DEPT TOTAL: | | | | 355 |

COMMUNITY DEVELOPMENT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|-------|-----|
| 1430-POLICY ANALYST | SR 1430 | Female | BLACK | 1 |
| 9654-ZONING ADMINISTRATOR | EX 9654 | Male | WHITE | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 3 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 4 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | WHITE | 1 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

COMMUNITY DEVELOPMENT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|-------|-----|
| 9954-COMMISSIONER OF PLANNING & DEVELOPMENT | EX 9954 | Male | BLACK | 1 |
| DEPT TOTAL: 13 | | | | |

COPA

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---------------------------------------|-----------|--------|----------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | NA | 1 |
| 1431-SENIOR POLICY ANALYST | SR 1431 | Male | HISPANIC | 1 |
| 9661-FIRST DEPUTY CHIEF ADMINISTRATOR | EX 9661 | Female | BLACK | 1 |
| 9680-DEPUTY CHIEF ADMINISTRATOR | EX 9680 | Female | BLACK | 1 |
| 9680-DEPUTY CHIEF ADMINISTRATOR | EX 9680 | Female | WHITE | 1 |
| 9680-DEPUTY CHIEF ADMINISTRATOR | EX 9680 | Male | BLACK | 1 |
| 9680-DEPUTY CHIEF ADMINISTRATOR | EX 9680 | Male | WHITE | 2 |
| 9715-DIR OF NEWS AFFAIRS | SR 9715 | Male | BLACK | 1 |
| 9956-CHIEF ADMINISTRATOR | EX 9956 | Female | BLACK | 1 |
| DEPT TOTAL: 10 | | | | |

CULTURAL AFFAIRS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---------------------------------------|-----------|--------|-------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | WHITE | 1 |
| 0789-PUBLIC RELATIONS REP III - EXCLD | BX 14 | Female | WHITE | 1 |
| 0790-PUBLIC RELATIONS COORD | BX 17 | Female | WHITE | 1 |
| 0790-PUBLIC RELATIONS COORD | BX 17 | Male | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | BLACK | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 9652-DIR OF SPECIAL EVENTS | EX 9652 | Female | BLACK | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 2 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

CULTURAL AFFAIRS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|-------|-----------|
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | BLACK | 1 |
| 9923-COMMISSIONER OF CULTURAL AFFAIRS/SPEC EVENTS | EX 9923 | Male | WHITE | 1 |
| DEPT TOTAL: | | | | 15 |

DISABILITIES

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|-------|----------|
| 1431-SENIOR POLICY ANALYST | SR 1431 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 1 |
| 9948-COMM MAYORS OFF PEOPLE W DISABILITIES | EX 9948 | Female | WHITE | 1 |
| DEPT TOTAL: | | | | 4 |

DoIT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----------|
| 0649-PROJECT MANAGER - DOIT | SR 0649 | Male | HISPANIC | 1 |
| 9775-FIRST DEPUTY CHIEF INFORMATION OFFICER | EX 9775 | Male | BLACK | 1 |
| 9776-MANAGING DEPUTY CHIEF INFORMATION OFFICER | EX 9776 | Male | BLACK | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Female | BLACK | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Female | HISPANIC | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Female | WHITE | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Male | ASIAN | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Male | BLACK | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Male | WHITE | 4 |
| DEPT TOTAL: | | | | 12 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

**FAMILY & SUPPORT
 TITLE**

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----|
| 0322-SPECIAL ASST | SR 0322 | Male | WHITE | 1 |
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | HISPANIC | 1 |
| 3858-DIR / COMMUNITY LIAISON | EX 3858 | Male | NA | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 3 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | WHITE | 1 |
| 9950-COMMISSIONER OF FAMILY AND SUPPORT SERVICES | EX 9950 | Female | BLACK | 1 |

DEPT TOTAL: 14

FINANCE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|-----------|-----|
| 1434-DIR OF PUBLIC INFORMATION | SR 1434 | Male | NA | 1 |
| 9651-DEPUTY COMPTRROLLER | EX 9651 | Female | BLACK | 1 |
| 9651-DEPUTY COMPTRROLLER | EX 9651 | Female | HISPANIC | 1 |
| 9651-DEPUTY COMPTRROLLER | EX 9651 | Male | 2 OR MORE | 1 |
| 9651-DEPUTY COMPTRROLLER | EX 9651 | Male | HISPANIC | 1 |
| 9651-DEPUTY COMPTRROLLER | EX 9651 | Male | WHITE | 3 |
| 9653-MANAGING DEPUTY COMPTRROLLER | EX 9653 | Female | WHITE | 1 |
| 9653-MANAGING DEPUTY COMPTRROLLER | EX 9653 | Male | WHITE | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | ASIAN | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | HISPANIC | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 2 |
| 9684-DEPUTY DIR | EX 9684 | Male | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | HISPANIC | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | WHITE | 1 |
| 9812-FIRST DEPUTY DIR | EX 9812 | Female | WHITE | 1 |
| 9814-MANAGING DEPUTY DIR | EX 9814 | Male | HISPANIC | 1 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

FINANCE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------|-----------|--------|-------|-----|
| 9927-CITY COMPTROLLER | EX 9927 | Female | ASIAN | 1 |

DEPT TOTAL: 21

FIRE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-------------------------------------|-----------|--------|----------|-----|
| 8734-ASST DEPUTY CHIEF PARAMEDIC | SR 8734 | Female | BLACK | 2 |
| 8734-ASST DEPUTY CHIEF PARAMEDIC | SR 8734 | Female | WHITE | 2 |
| 8734-ASST DEPUTY CHIEF PARAMEDIC | SR 8734 | Male | BLACK | 1 |
| 8734-ASST DEPUTY CHIEF PARAMEDIC | SR 8734 | Male | WHITE | 4 |
| 8755-ASST DEPUTY FIRE COMMISSIONER | SR 8755 | Female | WHITE | 1 |
| 8755-ASST DEPUTY FIRE COMMISSIONER | SR 8755 | Male | WHITE | 3 |
| 8763-DISTRICT CHIEF | SR 8763 | Female | BLACK | 2 |
| 8763-DISTRICT CHIEF | SR 8763 | Male | HISPANIC | 1 |
| 8763-DISTRICT CHIEF | SR 8763 | Male | WHITE | 5 |
| 8764-DEPUTY DISTRICT CHIEF | SR 8764 | Female | BLACK | 1 |
| 8764-DEPUTY DISTRICT CHIEF | SR 8764 | Male | BLACK | 1 |
| 8764-DEPUTY DISTRICT CHIEF | SR 8764 | Male | WHITE | 10 |
| 8780-DIR OF RESEARCH AND PLANNING | SR 8780 | Male | BLACK | 1 |
| 9613-CHIEF ADMINISTRATIVE OFFICER | EX 9613 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 1 |
| 9702-DEPUTY FIRE COMMISSIONER | EX 9702 | Male | WHITE | 3 |
| 9703-FIRST DEPUTY FIRE COMMISSIONER | EX 9703 | Female | BLACK | 1 |
| 9715-DIR OF NEWS AFFAIRS | SR 9715 | Male | BLACK | 1 |
| 9716-ASST DIR OF NEWS AFFAIRS | SR 9716 | Male | BLACK | 1 |
| 9756-GENERAL COUNSEL | EX 9756 | Male | WHITE | 1 |
| 9959-FIRE COMMISSIONER | EX 9959 | Male | BLACK | 1 |

DEPT TOTAL: 45



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

FLEET AND FACILITY MGMT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|-------|----------|
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 3 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 2 |
| 9938-COMMISSIONER OF FLEET & FACILITY MANAGEMENT | EX 9938 | Male | WHITE | 1 |
| DEPT TOTAL: | | | | 7 |

HEALTH

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----------|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | HISPANIC | 1 |
| 3858-DIR / COMMUNITY LIAISON | EX 3858 | Female | HISPANIC | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 2 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | WHITE | 1 |
| DEPT TOTAL: | | | | 12 |

HOUSING

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | BLACK | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 2 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | HISPANIC | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | BLACK | 1 |
| 9921-COMMISSIONER OF HOUSING | EX 9921 | Female | WHITE | 1 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

HOUSING

| TITLE | PAY GRADE | Gender | RACE | NOP |
|----------------------|-----------|--------|------|-----|
| DEPT TOTAL: 8 | | | | |

HUMAN RELATIONS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----|
| 3858-DIR / COMMUNITY LIAISON | EX 3858 | Female | BLACK | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 1 |
| 9945-CHAIRPERSON - COMMISSION ON HUMAN RELATIONS | EX 9945 | Female | HISPANIC | 1 |
| DEPT TOTAL: 4 | | | | |

HUMAN RESOURCES

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--------------------------------------|-----------|--------|----------|-----|
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | WHITE | 1 |
| 9671-CHIEF DIVERSITY OFFICER | EX 9671 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | WHITE | 1 |
| 9933-COMMISSIONER OF HUMAN RESOURCES | EX 9933 | Female | ASIAN | 1 |
| DEPT TOTAL: 7 | | | | |

INSPECTOR GEN

| TITLE | PAY GRADE | Gender | RACE | NOP |
|----------------------------|-----------|--------|-------|-----|
| 1289-INVESTIGATIVE ANALYST | GY 8 | Female | WHITE | 1 |
| 9903-INSPECTOR GENERAL | EX 9903 | Male | WHITE | 1 |
| DEPT TOTAL: 2 | | | | |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

INSPECTOR GEN

LAW

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|-----------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | WHITE | 1 |
| 0789-PUBLIC RELATIONS REP III - EXCLD | BX 14 | Male | WHITE | 1 |
| 1641-ASST CORPORATION COUNSEL SUPVSR | L 5 | Female | HISPANIC | 1 |
| 1649-CHIEF LABOR NEGOTIATOR | EX 1649 | Female | BLACK | 1 |
| 1650-DEPUTY CORPORATION COUNSEL | EX 1650 | Female | 2 OR MORE | 1 |
| 1650-DEPUTY CORPORATION COUNSEL | EX 1650 | Female | WHITE | 10 |
| 1650-DEPUTY CORPORATION COUNSEL | EX 1650 | Male | WHITE | 6 |
| 1656-CITY PROSECUTOR | EX 1656 | Female | HISPANIC | 1 |
| 1657-FIRST ASST CORPORATION COUNSEL | EX 1657 | Female | BLACK | 1 |
| 1672-ASST CORPORATION COUNSEL II | L 2 | Male | WHITE | 1 |
| 1674-ASST CORPORATION COUNSEL SENIOR | L 4 | Male | BLACK | 1 |
| 1674-ASST CORPORATION COUNSEL SENIOR | L 4 | Male | HISPANIC | 1 |
| 1689-ADMINISTRATIVE ASST TO DEPUTY CORPORATION COUNSEL | BX 15 | Female | WHITE | 1 |
| 1695-ADMINISTRATIVE DEPUTY | SR 1695 | Male | WHITE | 1 |
| 1696-DIR OF LABOR RELATIONS | EX 1696 | Male | WHITE | 1 |
| 9931-CORPORATION COUNSEL | EX 9931 | Male | WHITE | 1 |

DEPT TOTAL: 30

MAYOR'S OFFICE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------|-----------|--------|-------|-----|
| 0310-PROJECT MANAGER | SR 0310 | Female | ASIAN | 1 |
| 0311-PROJECTS ADMINISTRATOR | SR 0311 | Male | WHITE | 1 |
| 0740-PRESS AIDE I | EX 0740 | Female | WHITE | 1 |
| 0744-PRESS AIDE II | EX 0744 | Female | WHITE | 1 |
| 0925-PHOTOGRAPHER | EX 0925 | Female | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | BLACK | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | WHITE | 1 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

MAYOR'S OFFICE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|-----------|-----|
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 9615-PRESS SECRETARY | EX 9615 | Male | WHITE | 1 |
| 9616-ASST PRESS SECRETARY | EX 9616 | Female | WHITE | 1 |
| 9616-ASST PRESS SECRETARY | EX 9616 | Male | WHITE | 2 |
| 9617-ADMINISTRATIVE SECRETARY | EX 9617 | Female | WHITE | 3 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Female | ASIAN | 1 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Female | BLACK | 4 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Female | HISPANIC | 3 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Female | WHITE | 9 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Male | 2 OR MORE | 1 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Male | ASIAN | 1 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Male | BLACK | 1 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Male | WHITE | 2 |
| 9639-ASST TO THE MAYOR | EX 9639 | Female | BLACK | 1 |
| 9639-ASST TO THE MAYOR | EX 9639 | Female | WHITE | 7 |
| 9639-ASST TO THE MAYOR | EX 9639 | Male | ASIAN | 1 |
| 9639-ASST TO THE MAYOR | EX 9639 | Male | BLACK | 2 |
| 9639-ASST TO THE MAYOR | EX 9639 | Male | HISPANIC | 2 |
| 9639-ASST TO THE MAYOR | EX 9639 | Male | WHITE | 3 |
| 9642-DEPUTY PRESS SECRETARY | EX 9642 | Female | WHITE | 1 |
| 9670-DIR OF INTERGOVERNMENTAL AFFAIRS | EX 9670 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | NA | 1 |
| 9807-LEGISLATIVE ASST | EX 9807 | Female | BLACK | 2 |
| 9807-LEGISLATIVE ASST | EX 9807 | Male | WHITE | 1 |
| 9876-SCHEDULER | EX 9876 | Female | BLACK | 1 |
| 9876-SCHEDULER | EX 9876 | Male | WHITE | 1 |
| 9878-ASST TO THE DIR OF INTERGOVERNMENTAL AFFAIRS | EX 9878 | Male | WHITE | 1 |
| 9881-ASST ADMINISTRATIVE SECRETARY I | EX 9881 | Female | ASIAN | 1 |
| 9881-ASST ADMINISTRATIVE SECRETARY I | EX 9881 | Male | WHITE | 1 |
| 9882-ASST ADMINISTRATIVE SECRETARY II | EX 9882 | Female | BLACK | 1 |
| 9882-ASST ADMINISTRATIVE SECRETARY II | EX 9882 | Female | HISPANIC | 2 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

MAYOR'S OFFICE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|----------|-----|
| 9882-ASST ADMINISTRATIVE SECRETARY II | EX 9882 | Female | WHITE | 2 |
| 9882-ASST ADMINISTRATIVE SECRETARY II | EX 9882 | Male | WHITE | 1 |
| 9883-ASST ADMINISTRATIVE SECRETARY III | EX 9883 | Female | BLACK | 1 |
| 9883-ASST ADMINISTRATIVE SECRETARY III | EX 9883 | Female | HISPANIC | 1 |
| 9883-ASST ADMINISTRATIVE SECRETARY III | EX 9883 | Male | ASIAN | 1 |
| 9883-ASST ADMINISTRATIVE SECRETARY III | EX 9883 | Male | WHITE | 1 |
| 9889-FIRST DEPUTY CHIEF OF STAFF | EX 9889 | Female | BLACK | 1 |
| 9891-ADMINISTRATIVE ASST - OFFICE ADMINISTRATOR | EX 9891 | Female | BLACK | 1 |
| 9892-OFFICE MANAGER WASHINGTON D.C. | EX 9892 | Female | WHITE | 1 |
| 9896-CHIEF FINANCIAL OFFICER | EX 9896 | Female | ASIAN | 1 |
| 9898-DEPUTY CHIEF OF STAFF | EX 9898 | Female | HISPANIC | 1 |
| 9898-DEPUTY CHIEF OF STAFF | EX 9898 | Female | WHITE | 2 |
| 9899-CHIEF OF STAFF | EX 9899 | Male | NA | 1 |
| 9901-MAYOR | EX 9901 | Female | BLACK | 1 |

DEPT TOTAL: 84

OEMC

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---------------------------------|-----------|--------|----------|-----|
| 0790-PUBLIC RELATIONS COORD | BX 17 | Female | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 8617-DIR OF 311 CITY SERVICES | EX 8617 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 2 |
| 9684-DEPUTY DIR | EX 9684 | Male | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | HISPANIC | 2 |
| 9684-DEPUTY DIR | EX 9684 | Male | WHITE | 3 |
| 9715-DIR OF NEWS AFFAIRS | SR 9715 | Female | WHITE | 1 |
| 9958-EXEC DIR EMERG MGMT & COMM | EX 9958 | Male | WHITE | 1 |

DEPT TOTAL: 14



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

POLICE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----|
| 0306-ASST DIR | SR 0306 | Male | HISPANIC | 1 |
| 8780-DIR OF RESEARCH AND PLANNING | SR 8780 | Female | WHITE | 1 |
| 9011-SUPERINTENDENT'S CHIEF OF STAFF | EX 9011 | Male | NA | 1 |
| 9102-DIR OF CAPS | SR 9102 | Male | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | NA | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | ASIAN | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | WHITE | 1 |
| 9704-DIR OF PROFESSIONAL COUNSELING SERVICES | SR 9704 | Male | WHITE | 1 |
| 9715-DIR OF NEWS AFFAIRS | SR 9715 | Male | NA | 1 |
| 9716-ASST DIR OF NEWS AFFAIRS | SR 9716 | Male | WHITE | 1 |
| 9752-COMMANDER | SR 9752 | Female | BLACK | 4 |
| 9752-COMMANDER | SR 9752 | Female | HISPANIC | 1 |
| 9752-COMMANDER | SR 9752 | Female | NA | 1 |
| 9752-COMMANDER | SR 9752 | Female | WHITE | 3 |
| 9752-COMMANDER | SR 9752 | Male | ASIAN | 1 |
| 9752-COMMANDER | SR 9752 | Male | BLACK | 10 |
| 9752-COMMANDER | SR 9752 | Male | HISPANIC | 7 |
| 9752-COMMANDER | SR 9752 | Male | WHITE | 18 |
| 9756-GENERAL COUNSEL | EX 9756 | Female | WHITE | 1 |
| 9759-DIR OF HUMAN RESOURCES | SR 9759 | Male | NA | 1 |
| 9780-DIR OF MANAGEMENT/LABOR AFFAIRS | SR 9780 | Female | BLACK | 1 |
| 9781-FIRST DEPUTY SUPERINTENDENT | EX 9781 | Male | WHITE | 1 |
| 9785-CHIEF | SR 9785 | Female | BLACK | 1 |
| 9785-CHIEF | SR 9785 | Female | WHITE | 1 |
| 9785-CHIEF | SR 9785 | Male | BLACK | 1 |
| 9785-CHIEF | SR 9785 | Male | HISPANIC | 1 |
| 9785-CHIEF | SR 9785 | Male | WHITE | 1 |
| 9796-DEPUTY CHIEF | SR 9796 | Female | WHITE | 1 |
| 9796-DEPUTY CHIEF | SR 9796 | Male | BLACK | 7 |
| 9796-DEPUTY CHIEF | SR 9796 | Male | HISPANIC | 2 |



Information Services and
Records Management Division
Department of Human Resources

09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

POLICE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-------------------------------|-----------|--------|-------|-----------|
| 9796-DEPUTY CHIEF | SR 9796 | Male | WHITE | 8 |
| 9957-SUPERINTENDENT OF POLICE | EX 9957 | Male | BLACK | 1 |
| DEPT TOTAL: | | | | 85 |

POLICE BOARD

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|-------|----------|
| 9955-EXECUTIVE DIR - POLICE BOARD | EX 9955 | Male | WHITE | 1 |
| DEPT TOTAL: | | | | 1 |

PROCUREMENT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----------|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | WHITE | 1 |
| 1556-DEPUTY PROCUREMENT OFFICER | EX 1556 | Female | BLACK | 1 |
| 1556-DEPUTY PROCUREMENT OFFICER | EX 1556 | Female | HISPANIC | 1 |
| 1556-DEPUTY PROCUREMENT OFFICER | EX 1556 | Male | ASIAN | 1 |
| 1556-DEPUTY PROCUREMENT OFFICER | EX 1556 | Male | BLACK | 1 |
| 1556-DEPUTY PROCUREMENT OFFICER | EX 1556 | Male | WHITE | 1 |
| 1557-DEPUTY PROCUREMENT OFFICER/CONTR COMPLIANCE | EX 1557 | Male | WHITE | 1 |
| 9726-FIRST DEPUTY PROCUREMENT OFFICER | EX 9726 | Female | HISPANIC | 1 |
| 9815-MANAGING DEPUTY PROCUREMENT OFFICER | EX 9815 | Female | WHITE | 1 |
| 9935-CHIEF PROCUREMENT OFFICER | EX 9935 | Female | BLACK | 1 |
| DEPT TOTAL: | | | | 10 |

PUBLIC LIBRARY

| TITLE | PAY GRADE | Gender | RACE | NOP |
|----------------------------|-----------|--------|-------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | WHITE | 1 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

PUBLIC LIBRARY

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|-------|-----|
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 1 |
| 9991-COMMISSIONER OF CHICAGO PUBLIC LIBRARY | EX 9991 | Female | WHITE | 1 |

DEPT TOTAL: 5

STREETS & SAN

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|----------|-----|
| 0313-ASST COMMISSIONER | SR 0313 | Male | BLACK | 1 |
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | BLACK | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 2 |
| 8173-WARD SUPERINTENDENT | BX 18 | Female | HISPANIC | 1 |
| 8173-WARD SUPERINTENDENT | BX 18 | Male | BLACK | 15 |
| 8173-WARD SUPERINTENDENT | BX 18 | Male | HISPANIC | 10 |
| 8173-WARD SUPERINTENDENT | BX 18 | Male | WHITE | 22 |
| 8175-DIVISION SUPERINTENDENT | BX 18 | Female | BLACK | 1 |
| 8175-DIVISION SUPERINTENDENT | BX 18 | Male | BLACK | 2 |
| 8175-DIVISION SUPERINTENDENT | BX 18 | Male | HISPANIC | 2 |
| 8175-DIVISION SUPERINTENDENT | BX 18 | Male | WHITE | 2 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 5 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | HISPANIC | 1 |
| 9981-COMMISSIONER OF STREETS AND SANITATION | EX 9981 | Male | WHITE | 1 |

DEPT TOTAL: 70

TRANSPORTN



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

TRANSPORTN

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----|
| 0313-ASST COMMISSIONER | SR 0313 | Male | BLACK | 1 |
| 0313-ASST COMMISSIONER | SR 0313 | Male | HISPANIC | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 1434-DIR OF PUBLIC INFORMATION | SR 1434 | Male | WHITE | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | ASIAN | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 4 |
| 9716-ASST DIR OF NEWS AFFAIRS | SR 9716 | Female | WHITE | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | WHITE | 2 |

DEPT TOTAL: 16

TREASURER

| TITLE | PAY GRADE | Gender | RACE | NOP |
|----------------------------------|-----------|--------|-----------|-----|
| 0187-DIR OF ACCOUNTING | GY 11 | Female | HISPANIC | 1 |
| 0242-PORTFOLIO MANAGER | SR 0242 | Female | HISPANIC | 1 |
| 0242-PORTFOLIO MANAGER | SR 0242 | Female | WHITE | 1 |
| 0242-PORTFOLIO MANAGER | SR 0242 | Male | BLACK | 1 |
| 0242-PORTFOLIO MANAGER | SR 0242 | Male | HISPANIC | 2 |
| 0242-PORTFOLIO MANAGER | SR 0242 | Male | WHITE | 1 |
| 0340-ASST TO THE CITY TREASURER | SR 0340 | Female | BLACK | 1 |
| 0340-ASST TO THE CITY TREASURER | SR 0340 | Female | HISPANIC | 1 |
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | BLACK | 1 |
| 0802-EXEC ADMINISTRATIVE ASST II | BX 15 | Female | 2 OR MORE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 9673-DEPUTY CITY TREASURER | EX 9673 | Female | BLACK | 2 |
| 9673-DEPUTY CITY TREASURER | EX 9673 | Male | WHITE | 1 |
| 9676-ASST CITY TREASURER | SR 9676 | Female | BLACK | 2 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

TREASURER

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--------------------------|-----------|--------|-------|-----------|
| 9676-ASST CITY TREASURER | SR 9676 | Female | WHITE | 2 |
| 9676-ASST CITY TREASURER | SR 9676 | Male | BLACK | 1 |
| 9928-CITY TREASURER | EX 9928 | Female | BLACK | 1 |
| DEPT TOTAL: | | | | 21 |

WATER MGMNT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----------|
| 1694-DIRECTOR OF LEGAL SERVICES | SR 1694 | Female | WHITE | 1 |
| 7183-MOTOR TRUCK DRIVER | PR 7183 | Male | WHITE | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 3 |
| 9715-DIR OF NEWS AFFAIRS | SR 9715 | Female | WHITE | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | HISPANIC | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | BLACK | 1 |
| 9988-COMMISSIONER OF WATER MGMT | EX 9988 | Male | BLACK | 1 |
| DEPT TOTAL: | | | | 13 |

CITYWIDE TOTAL: 962



SEX / RACE BREAKDOWN
CITYWIDE SHAKMAN EXEMPT

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|------------------|--------|--------|--------|-------|-------|-------|-------|--------|--------|--------|--------|------|-------|--------|-------|
| ADMIN HEARNG | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| ANIMAL CONTRL | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| AVIATION | 6 | 4 | 3 | 1 | 0 | 0 | 0 | 3 | 4 | 2 | 0 | 0 | 0 | 0 | 23 |
| | 26.09% | 17.39% | 13.04% | 4.35% | 0.0% | 0.0% | 0.0% | 13.04% | 17.39% | 8.70% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BOARD OF ETHICS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUDGET & MGMT | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 3 | 3 | 0 | 1 | 0 | 0 | 0 | 14 |
| | 21.43% | 14.29% | 14.29% | 0.0% | 0.0% | 0.0% | 0.0% | 21.43% | 21.43% | 0.0% | 7.14% | 0.0% | 0.0% | 0.0% | |
| BUILDINGS | 5 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 11 |
| | 45.45% | 9.09% | 0.0% | 0.0% | 9.09% | 0.0% | 0.0% | 9.09% | 9.09% | 18.18% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUSINESS AFFAIRS | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 1 | 0 | 0 | 0 | 9 |
| | 33.33% | 0.0% | 11.11% | 0.0% | 0.0% | 0.0% | 0.0% | 11.11% | 22.22% | 11.11% | 11.11% | 0.0% | 0.0% | 0.0% | |
| CITY CLERK | 4 | 2 | 3 | 1 | 0 | 0 | 0 | 4 | 3 | 4 | 0 | 0 | 0 | 0 | 21 |
| | 19.05% | 9.52% | 14.29% | 4.76% | 0.0% | 0.0% | 0.0% | 19.05% | 14.29% | 19.05% | 0.0% | 0.0% | 0.0% | 0.0% | |
| CITY COUNCIL | 54 | 53 | 39 | 1 | 0 | 0 | 17 | 70 | 63 | 39 | 5 | 0 | 3 | 10 | 354 |
| | 15.25% | 14.97% | 11.02% | 0.28% | 0.0% | 0.0% | 4.80% | 19.77% | 17.80% | 11.02% | 1.41% | 0.0% | 0.85% | 2.82% | |
| COPA | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 1 | 10 |
| | 20.00% | 20.00% | 10.00% | 0.0% | 0.0% | 0.0% | 0.0% | 10.00% | 30.00% | 0.0% | 0.0% | 0.0% | 0.0% | 10.00% | |
| CULTURAL AFFAIRS | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 5 | 3 | 0 | 0 | 0 | 0 | 0 | 15 |
| | 33.33% | 13.33% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 33.33% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| DISABILITIES | 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% | |
| DoIT | 4 | 3 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 12 |
| | 33.33% | 25.00% | 8.33% | 8.33% | 0.0% | 0.0% | 0.0% | 8.33% | 8.33% | 8.33% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FAMILY & SUPPORT | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 5 | 3 | 0 | 0 | 0 | 0 | 14 |
| | 14.29% | 7.14% | 0.0% | 0.0% | 0.0% | 0.0% | 7.14% | 14.29% | 35.71% | 21.43% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FINANCE | 5 | 1 | 3 | 0 | 0 | 1 | 1 | 4 | 2 | 2 | 2 | 0 | 0 | 0 | 21 |
| | 23.81% | 4.76% | 14.29% | 0.0% | 0.0% | 4.76% | 4.76% | 19.05% | 9.52% | 9.52% | 9.52% | 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



SEX / RACE BREAKDOWN
CITYWIDE SHAKMAN EXEMPT

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|-------------------------|---------|--------|--------|--------|------|-------|-------|--------|--------|--------|--------|------|-------|-------|-------|
| FIRE | 27 | 6 | 1 | 0 | 0 | 0 | 0 | 3 | 8 | 0 | 0 | 0 | 0 | 0 | 45 |
| | 60.00% | 13.33% | 2.22% | 0.0% | 0.0% | 0.0% | 0.0% | 6.67% | 17.78% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FLEET AND FACILITY MGMT | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 7 |
| | 42.86% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 42.86% | 14.29% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HEALTH | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 2 | 2 | 0 | 0 | 0 | 0 | 12 |
| | 25.00% | 0.0% | 8.33% | 0.0% | 0.0% | 0.0% | 0.0% | 33.33% | 16.67% | 16.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HOUSING | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 8 |
| | 37.50% | 25.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 12.50% | 0.0% | 25.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HOUSING & ECON DEV | 6 | 2 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 13 |
| | 46.15% | 15.38% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 30.77% | 7.69% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HUMAN RELATIONS | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 4 |
| | 25.00% | 25.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 25.00% | 25.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HUMAN RESOURCES | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 7 |
| | 28.57% | 14.29% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 14.29% | 14.29% | 14.29% | 14.29% | 0.0% | 0.0% | 0.0% | |
| INSPECTOR GEN | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| LAW | 12 | 1 | 1 | 0 | 0 | 0 | 0 | 11 | 2 | 2 | 0 | 0 | 1 | 0 | 30 |
| | 40.00% | 3.33% | 3.33% | 0.0% | 0.0% | 0.0% | 0.0% | 36.67% | 6.67% | 6.67% | 0.0% | 0.0% | 3.33% | 0.0% | |
| MAYOR'S OFFICE | 16 | 3 | 2 | 3 | 0 | 1 | 1 | 30 | 16 | 7 | 4 | 0 | 0 | 1 | 84 |
| | 19.05% | 3.57% | 2.38% | 3.57% | 0.0% | 1.19% | 1.19% | 35.71% | 19.05% | 8.33% | 4.76% | 0.0% | 0.0% | 1.19% | |
| OEMC | 5 | 1 | 2 | 0 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 15 |
| | 33.33% | 6.67% | 13.33% | 0.0% | 0.0% | 0.0% | 0.0% | 26.67% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| POLICE | 31 | 20 | 11 | 2 | 0 | 0 | 3 | 8 | 7 | 1 | 0 | 0 | 0 | 2 | 85 |
| | 36.47% | 23.53% | 12.94% | 2.35% | 0.0% | 0.0% | 3.53% | 9.41% | 8.24% | 1.18% | 0.0% | 0.0% | 0.0% | 2.35% | |
| POLICE BOARD | 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% | |
| PROCUREMENT | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 10 |
| | 20.00% | 10.00% | 0.0% | 10.00% | 0.0% | 0.0% | 0.0% | 20.00% | 20.00% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| PUBLIC LIBRARY | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 60.00% | 20.00% | 0.0% | 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



SEX / RACE BREAKDOWN
CITYWIDE SHAKMAN EXEMPT

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------|-------------|--------------|--------------|------------|
| STREETS & SAN | 32 | 21 | 13 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 70 |
| | 45.71% | 30.00% | 18.57% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.86% | 2.86% | 0.0% | 0.0% | 0.0% | 0.0% | |
| TRANSPORTN | 9 | 1 | 2 | 1 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 16 |
| | 56.25% | 6.25% | 12.50% | 6.25% | 0.0% | 0.0% | 0.0% | 12.50% | 6.25% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| TREASURER | 3 | 3 | 2 | 0 | 0 | 0 | 0 | 3 | 6 | 3 | 0 | 0 | 1 | 0 | 21 |
| | 14.29% | 14.29% | 9.52% | 0.0% | 0.0% | 0.0% | 0.0% | 14.29% | 28.57% | 14.29% | 0.0% | 0.0% | 4.76% | 0.0% | |
| WATER MGMNT | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 13 |
| | 30.77% | 23.08% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 23.08% | 7.69% | 15.38% | 0.0% | 0.0% | 0.0% | 0.0% | |
| TOTAL | 258 | 138 | 88 | 11 | 1 | 2 | 23 | 183 | 146 | 79 | 14 | 0 | 5 | 14 | 962 |
| | 26.82% | 14.35% | 9.15% | 1.14% | 0.10% | 0.21% | 2.39% | 19.02% | 15.18% | 8.21% | 1.46% | 0.0% | 0.52% | 1.46% | |

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



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

ADMIN HEARNG

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|-------|-----|
| 9818-DEPUTY DIR OF ADMINISTRATIVE ADJUDICATION | EX 9818 | Male | WHITE | 1 |
| 9930-DIR OF ADMINISTRATIVE HEARINGS | EX 9930 | Female | WHITE | 1 |
| DEPT TOTAL: 2 | | | | |

ANIMAL CONTRL

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|-------|-----|
| 9684-DEPUTY DIR | EX 9684 | Male | BLACK | 1 |
| 9973-EXECUTIVE DIR OF ANIMAL CARE AND CONTROL | EX 9973 | Female | WHITE | 1 |
| DEPT TOTAL: 2 | | | | |

AVIATION

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----|
| 0313-ASST COMMISSIONER | SR 0313 | Female | WHITE | 1 |
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | BLACK | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | BLACK | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | ASIAN | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 5 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | HISPANIC | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | BLACK | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | HISPANIC | 2 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

AVIATION

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|-------|-----|
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | WHITE | 1 |
| 9985-COMMISSIONER OF AVIATION | EX 9985 | Female | WHITE | 1 |
| DEPT TOTAL: 23 | | | | |

BOARD OF ETHICS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--------------------------------------|-----------|--------|-------|-----|
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 1 |
| 9978-EXECUTIVE DIR - BOARD OF ETHICS | EX 9978 | Male | WHITE | 1 |
| DEPT TOTAL: 2 | | | | |

BUDGET & MGMT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--------------------------------------|-----------|--------|----------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | BLACK | 1 |
| 1120-MANAGING DEPUTY BUDGET DIRECTOR | EX 1120 | Male | BLACK | 1 |
| 1120-MANAGING DEPUTY BUDGET DIRECTOR | EX 1120 | Male | HISPANIC | 1 |
| 1124-ASST BUDGET DIR | SR 1124 | Male | BLACK | 1 |
| 1124-ASST BUDGET DIR | SR 1124 | Male | WHITE | 1 |
| 9656-DEPUTY BUDGET DIR | EX 9656 | Female | BLACK | 2 |
| 9656-DEPUTY BUDGET DIR | EX 9656 | Female | WHITE | 2 |
| 9656-DEPUTY BUDGET DIR | EX 9656 | Male | HISPANIC | 1 |
| 9656-DEPUTY BUDGET DIR | EX 9656 | Male | WHITE | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 1 |
| 9868-FIRST DEPUTY BUDGET DIR | EX 9868 | Male | WHITE | 1 |
| 9905-BUDGET DIR | EX 9905 | Female | ASIAN | 1 |
| DEPT TOTAL: 14 | | | | |

BUILDINGS



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

BUILDINGS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----|
| 0313-ASST COMMISSIONER | SR 0313 | Female | HISPANIC | 1 |
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | HISPANIC | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | AMER IND | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 3 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | BLACK | 1 |
| 9967-COMMISSIONER OF BUILDINGS | EX 9967 | Female | WHITE | 1 |

DEPT TOTAL: 11

BUSINESS AFFAIRS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----|
| 0313-ASST COMMISSIONER | SR 0313 | Female | BLACK | 1 |
| 1434-DIR OF PUBLIC INFORMATION | SR 1434 | Male | WHITE | 1 |
| 9658-LOCAL LIQUOR CONTROL COMMISSIONER | EX 9658 | Female | WHITE | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | ASIAN | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | BLACK | 1 |
| 9970-COMMISSIONER OF BUS AFFAIRS AND CONSUMER PROT | EX 9970 | Female | HISPANIC | 1 |

DEPT TOTAL: 9

CITY CLERK

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|-------|-----|
| 0212-DIR OF COLLECTION PROCESSING | BX 16 | Male | WHITE | 1 |
| 0306-ASST DIR | SR 0306 | Female | BLACK | 1 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

CITY CLERK

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|----------|-----|
| 0310-PROJECT MANAGER | SR 0310 | Male | HISPANIC | 1 |
| 0311-PROJECTS ADMINISTRATOR | SR 0311 | Female | HISPANIC | 1 |
| 0315-DEPUTY CITY CLERK | EX 0315 | Female | WHITE | 1 |
| 0442-DIR OF LICENSE ISSUANCE | SR 0442 | Male | WHITE | 1 |
| 0726-DEPUTY MANAGING EDITOR COUNCIL JOURNAL | SR 0726 | Male | BLACK | 1 |
| 0727-MANAGING EDITOR COUNCIL JOURNAL | SR 0727 | Male | WHITE | 1 |
| 0729-INFORMATION COORD | BX 16 | Male | BLACK | 1 |
| 1246-DIR OF LICENSE ADMINISTRATION | SR 1246 | Female | HISPANIC | 1 |
| 1246-DIR OF LICENSE ADMINISTRATION | SR 1246 | Female | WHITE | 1 |
| 1246-DIR OF LICENSE ADMINISTRATION | SR 1246 | Male | WHITE | 1 |
| 1256-SUPERVISING INVESTIGATOR | BX 17 | Male | ASIAN | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | WHITE | 1 |
| 1651-OFFICE ADMINISTRATOR | EX 1651 | Female | WHITE | 1 |
| 3057-DIR OF PROGRAM OPERATIONS | SR 3057 | Female | BLACK | 1 |
| 3092-PROGRAM DIR | BX 17 | Male | HISPANIC | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | HISPANIC | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | HISPANIC | 1 |
| 9925-CITY CLERK | EX 9925 | Female | HISPANIC | 1 |

DEPT TOTAL: 21

CITY COUNCIL

| TITLE | PAY GRADE | Gender | RACE | NOP |
|----------------------|-----------|--------|-----------|-----|
| 4001-ALDERMANIC AIDE | EX 4001 | Female | 2 OR MORE | 2 |
| 4001-ALDERMANIC AIDE | EX 4001 | Female | ASIAN | 1 |
| 4001-ALDERMANIC AIDE | EX 4001 | Female | BLACK | 15 |
| 4001-ALDERMANIC AIDE | EX 4001 | Female | HISPANIC | 9 |
| 4001-ALDERMANIC AIDE | EX 4001 | Female | NA | 1 |
| 4001-ALDERMANIC AIDE | EX 4001 | Female | WHITE | 16 |
| 4001-ALDERMANIC AIDE | EX 4001 | Male | BLACK | 8 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

CITY COUNCIL

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---------------------------------|-----------|--------|-----------|-----|
| 4001-ALDERMANIC AIDE | EX 4001 | Male | HISPANIC | 6 |
| 4001-ALDERMANIC AIDE | EX 4001 | Male | WHITE | 10 |
| 9601-ALDERMAN | EX 9601 | Female | BLACK | 6 |
| 9601-ALDERMAN | EX 9601 | Female | HISPANIC | 1 |
| 9601-ALDERMAN | EX 9601 | Female | NA | 4 |
| 9601-ALDERMAN | EX 9601 | Female | WHITE | 4 |
| 9601-ALDERMAN | EX 9601 | Male | BLACK | 9 |
| 9601-ALDERMAN | EX 9601 | Male | HISPANIC | 6 |
| 9601-ALDERMAN | EX 9601 | Male | NA | 10 |
| 9601-ALDERMAN | EX 9601 | Male | WHITE | 10 |
| 9603-ASST CNCL COMM SEC | EX 9603 | Female | HISPANIC | 1 |
| 9603-ASST CNCL COMM SEC | EX 9603 | Female | WHITE | 1 |
| 9611-ASST SERGEANT AT ARMS | EX 9611 | Female | NA | 1 |
| 9611-ASST SERGEANT AT ARMS | EX 9611 | Male | BLACK | 2 |
| 9611-ASST SERGEANT AT ARMS | EX 9611 | Male | NA | 1 |
| 9619-SERGEANT AT ARMS | EX 9619 | Male | BLACK | 1 |
| 9620-CLERK CITY COUNCIL | EX 9620 | Female | HISPANIC | 1 |
| 9620-CLERK CITY COUNCIL | EX 9620 | Male | BLACK | 1 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | 2 OR MORE | 1 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | ASIAN | 2 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | BLACK | 21 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | HISPANIC | 14 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | NA | 1 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Female | WHITE | 21 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Male | ASIAN | 1 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Male | BLACK | 17 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Male | HISPANIC | 15 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Male | NA | 3 |
| 9625-STAFF ASST TO THE ALDERMAN | EX 9625 | Male | WHITE | 11 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Male | NA | 1 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Female | BLACK | 9 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Female | HISPANIC | 5 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

CITY COUNCIL

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---------------------------------|-----------|--------|----------|------------|
| 9645-ASST TO THE ALDERMAN | EX 9645 | Female | NA | 1 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Female | WHITE | 14 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Male | BLACK | 8 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Male | HISPANIC | 5 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Male | NA | 1 |
| 9645-ASST TO THE ALDERMAN | EX 9645 | Male | WHITE | 7 |
| 9678-LEGISLATIVE FISCAL ANALYST | EX 9678 | Male | BLACK | 1 |
| 9678-LEGISLATIVE FISCAL ANALYST | EX 9678 | Male | WHITE | 1 |
| 9693-COMMITTEE SECRETARY | EX 9693 | Female | BLACK | 1 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Female | ASIAN | 2 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Female | BLACK | 11 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Female | HISPANIC | 7 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Female | NA | 2 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Female | WHITE | 14 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Male | BLACK | 6 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Male | HISPANIC | 8 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Male | NA | 1 |
| 9699-LEGISLATIVE AIDE | EX 9699 | Male | WHITE | 15 |
| 9807-LEGISLATIVE ASST | EX 9807 | Female | WHITE | 1 |
| DEPT TOTAL: | | | | 355 |

COMMUNITY DEVELOPMENT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|-------|-----|
| 1430-POLICY ANALYST | SR 1430 | Female | BLACK | 1 |
| 9654-ZONING ADMINISTRATOR | EX 9654 | Male | WHITE | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 3 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 4 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | WHITE | 1 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

COMMUNITY DEVELOPMENT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|-------|-----|
| 9954-COMMISSIONER OF PLANNING & DEVELOPMENT | EX 9954 | Male | BLACK | 1 |
| DEPT TOTAL: 13 | | | | |

COPA

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---------------------------------------|-----------|--------|----------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | NA | 1 |
| 1431-SENIOR POLICY ANALYST | SR 1431 | Male | HISPANIC | 1 |
| 9661-FIRST DEPUTY CHIEF ADMINISTRATOR | EX 9661 | Female | BLACK | 1 |
| 9680-DEPUTY CHIEF ADMINISTRATOR | EX 9680 | Female | BLACK | 1 |
| 9680-DEPUTY CHIEF ADMINISTRATOR | EX 9680 | Female | WHITE | 1 |
| 9680-DEPUTY CHIEF ADMINISTRATOR | EX 9680 | Male | BLACK | 1 |
| 9680-DEPUTY CHIEF ADMINISTRATOR | EX 9680 | Male | WHITE | 2 |
| 9715-DIR OF NEWS AFFAIRS | SR 9715 | Male | BLACK | 1 |
| 9956-CHIEF ADMINISTRATOR | EX 9956 | Female | BLACK | 1 |
| DEPT TOTAL: 10 | | | | |

CULTURAL AFFAIRS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---------------------------------------|-----------|--------|-------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | WHITE | 1 |
| 0789-PUBLIC RELATIONS REP III - EXCLD | BX 14 | Female | WHITE | 1 |
| 0790-PUBLIC RELATIONS COORD | BX 17 | Female | WHITE | 1 |
| 0790-PUBLIC RELATIONS COORD | BX 17 | Male | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | BLACK | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 9652-DIR OF SPECIAL EVENTS | EX 9652 | Female | BLACK | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 2 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

CULTURAL AFFAIRS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|-------|-----------|
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | BLACK | 1 |
| 9923-COMMISSIONER OF CULTURAL AFFAIRS/SPEC EVENTS | EX 9923 | Male | WHITE | 1 |
| DEPT TOTAL: | | | | 15 |

DISABILITIES

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|-------|----------|
| 1431-SENIOR POLICY ANALYST | SR 1431 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 1 |
| 9948-COMM MAYORS OFF PEOPLE W DISABILITIES | EX 9948 | Female | WHITE | 1 |
| DEPT TOTAL: | | | | 4 |

DoIT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----------|
| 0649-PROJECT MANAGER - DOIT | SR 0649 | Male | HISPANIC | 1 |
| 9775-FIRST DEPUTY CHIEF INFORMATION OFFICER | EX 9775 | Male | BLACK | 1 |
| 9776-MANAGING DEPUTY CHIEF INFORMATION OFFICER | EX 9776 | Male | BLACK | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Female | BLACK | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Female | HISPANIC | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Female | WHITE | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Male | ASIAN | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Male | BLACK | 1 |
| 9777-IT DIRECTOR (DoIT) | EX 9777 | Male | WHITE | 4 |
| DEPT TOTAL: | | | | 12 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

FAMILY & SUPPORT TITLE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----|
| 0322-SPECIAL ASST | SR 0322 | Male | WHITE | 1 |
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | HISPANIC | 1 |
| 3858-DIR / COMMUNITY LIAISON | EX 3858 | Male | NA | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 3 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | WHITE | 1 |
| 9950-COMMISSIONER OF FAMILY AND SUPPORT SERVICES | EX 9950 | Female | BLACK | 1 |

DEPT TOTAL: 14

FINANCE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|-----------|-----|
| 1434-DIR OF PUBLIC INFORMATION | SR 1434 | Male | NA | 1 |
| 9651-DEPUTY COMPTRROLLER | EX 9651 | Female | BLACK | 1 |
| 9651-DEPUTY COMPTRROLLER | EX 9651 | Female | HISPANIC | 1 |
| 9651-DEPUTY COMPTRROLLER | EX 9651 | Male | 2 OR MORE | 1 |
| 9651-DEPUTY COMPTRROLLER | EX 9651 | Male | HISPANIC | 1 |
| 9651-DEPUTY COMPTRROLLER | EX 9651 | Male | WHITE | 3 |
| 9653-MANAGING DEPUTY COMPTRROLLER | EX 9653 | Female | WHITE | 1 |
| 9653-MANAGING DEPUTY COMPTRROLLER | EX 9653 | Male | WHITE | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | ASIAN | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | HISPANIC | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 2 |
| 9684-DEPUTY DIR | EX 9684 | Male | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | HISPANIC | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | WHITE | 1 |
| 9812-FIRST DEPUTY DIR | EX 9812 | Female | WHITE | 1 |
| 9814-MANAGING DEPUTY DIR | EX 9814 | Male | HISPANIC | 1 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

FINANCE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------|-----------|--------|-------|-----|
| 9927-CITY COMPTROLLER | EX 9927 | Female | ASIAN | 1 |

DEPT TOTAL: 21

FIRE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-------------------------------------|-----------|--------|----------|-----|
| 8734-ASST DEPUTY CHIEF PARAMEDIC | SR 8734 | Female | BLACK | 2 |
| 8734-ASST DEPUTY CHIEF PARAMEDIC | SR 8734 | Female | WHITE | 2 |
| 8734-ASST DEPUTY CHIEF PARAMEDIC | SR 8734 | Male | BLACK | 1 |
| 8734-ASST DEPUTY CHIEF PARAMEDIC | SR 8734 | Male | WHITE | 4 |
| 8755-ASST DEPUTY FIRE COMMISSIONER | SR 8755 | Female | WHITE | 1 |
| 8755-ASST DEPUTY FIRE COMMISSIONER | SR 8755 | Male | WHITE | 3 |
| 8763-DISTRICT CHIEF | SR 8763 | Female | BLACK | 2 |
| 8763-DISTRICT CHIEF | SR 8763 | Male | HISPANIC | 1 |
| 8763-DISTRICT CHIEF | SR 8763 | Male | WHITE | 5 |
| 8764-DEPUTY DISTRICT CHIEF | SR 8764 | Female | BLACK | 1 |
| 8764-DEPUTY DISTRICT CHIEF | SR 8764 | Male | BLACK | 1 |
| 8764-DEPUTY DISTRICT CHIEF | SR 8764 | Male | WHITE | 10 |
| 8780-DIR OF RESEARCH AND PLANNING | SR 8780 | Male | BLACK | 1 |
| 9613-CHIEF ADMINISTRATIVE OFFICER | EX 9613 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 1 |
| 9702-DEPUTY FIRE COMMISSIONER | EX 9702 | Male | WHITE | 3 |
| 9703-FIRST DEPUTY FIRE COMMISSIONER | EX 9703 | Female | BLACK | 1 |
| 9715-DIR OF NEWS AFFAIRS | SR 9715 | Male | BLACK | 1 |
| 9716-ASST DIR OF NEWS AFFAIRS | SR 9716 | Male | BLACK | 1 |
| 9756-GENERAL COUNSEL | EX 9756 | Male | WHITE | 1 |
| 9959-FIRE COMMISSIONER | EX 9959 | Male | BLACK | 1 |

DEPT TOTAL: 45



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

FI FET AND FACII ITY MGMT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|-------|-----|
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 3 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 2 |
| 9938-COMMISSIONER OF FLEET & FACILITY MANAGEMENT | EX 9938 | Male | WHITE | 1 |

DEPT TOTAL: 7

HEALTH

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | HISPANIC | 1 |
| 3858-DIR / COMMUNITY LIAISON | EX 3858 | Female | HISPANIC | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 2 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | WHITE | 1 |

DEPT TOTAL: 12

HOUSING

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | BLACK | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 2 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | HISPANIC | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | BLACK | 1 |
| 9921-COMMISSIONER OF HOUSING | EX 9921 | Female | WHITE | 1 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

HOUSING

| TITLE | PAY GRADE | Gender | RACE | NOP |
|----------------------|-----------|--------|------|-----|
| DEPT TOTAL: 8 | | | | |

HUMAN RELATIONS

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----|
| 3858-DIR / COMMUNITY LIAISON | EX 3858 | Female | BLACK | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 1 |
| 9945-CHAIRPERSON - COMMISSION ON HUMAN RELATIONS | EX 9945 | Female | HISPANIC | 1 |
| DEPT TOTAL: 4 | | | | |

HUMAN RESOURCES

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--------------------------------------|-----------|--------|----------|-----|
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | WHITE | 1 |
| 9671-CHIEF DIVERSITY OFFICER | EX 9671 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | WHITE | 1 |
| 9933-COMMISSIONER OF HUMAN RESOURCES | EX 9933 | Female | ASIAN | 1 |
| DEPT TOTAL: 7 | | | | |

INSPECTOR GEN

| TITLE | PAY GRADE | Gender | RACE | NOP |
|----------------------------|-----------|--------|-------|-----|
| 1289-INVESTIGATIVE ANALYST | GY 8 | Female | WHITE | 1 |
| 9903-INSPECTOR GENERAL | EX 9903 | Male | WHITE | 1 |
| DEPT TOTAL: 2 | | | | |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

INSPECTOR GEN

LAW

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|-----------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | WHITE | 1 |
| 0789-PUBLIC RELATIONS REP III - EXCLD | BX 14 | Male | WHITE | 1 |
| 1641-ASST CORPORATION COUNSEL SUPVSR | L 5 | Female | HISPANIC | 1 |
| 1649-CHIEF LABOR NEGOTIATOR | EX 1649 | Female | BLACK | 1 |
| 1650-DEPUTY CORPORATION COUNSEL | EX 1650 | Female | 2 OR MORE | 1 |
| 1650-DEPUTY CORPORATION COUNSEL | EX 1650 | Female | WHITE | 10 |
| 1650-DEPUTY CORPORATION COUNSEL | EX 1650 | Male | WHITE | 6 |
| 1656-CITY PROSECUTOR | EX 1656 | Female | HISPANIC | 1 |
| 1657-FIRST ASST CORPORATION COUNSEL | EX 1657 | Female | BLACK | 1 |
| 1672-ASST CORPORATION COUNSEL II | L 2 | Male | WHITE | 1 |
| 1674-ASST CORPORATION COUNSEL SENIOR | L 4 | Male | BLACK | 1 |
| 1674-ASST CORPORATION COUNSEL SENIOR | L 4 | Male | HISPANIC | 1 |
| 1689-ADMINISTRATIVE ASST TO DEPUTY CORPORATION COUNSEL | BX 15 | Female | WHITE | 1 |
| 1695-ADMINISTRATIVE DEPUTY | SR 1695 | Male | WHITE | 1 |
| 1696-DIR OF LABOR RELATIONS | EX 1696 | Male | WHITE | 1 |
| 9931-CORPORATION COUNSEL | EX 9931 | Male | WHITE | 1 |

DEPT TOTAL: 30

MAYOR'S OFFICE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------|-----------|--------|-------|-----|
| 0310-PROJECT MANAGER | SR 0310 | Female | ASIAN | 1 |
| 0311-PROJECTS ADMINISTRATOR | SR 0311 | Male | WHITE | 1 |
| 0740-PRESS AIDE I | EX 0740 | Female | WHITE | 1 |
| 0744-PRESS AIDE II | EX 0744 | Female | WHITE | 1 |
| 0925-PHOTOGRAPHER | EX 0925 | Female | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | BLACK | 1 |
| 1430-POLICY ANALYST | SR 1430 | Female | WHITE | 1 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

MAYOR'S OFFICE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|-----------|-----|
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 9615-PRESS SECRETARY | EX 9615 | Male | WHITE | 1 |
| 9616-ASST PRESS SECRETARY | EX 9616 | Female | WHITE | 1 |
| 9616-ASST PRESS SECRETARY | EX 9616 | Male | WHITE | 2 |
| 9617-ADMINISTRATIVE SECRETARY | EX 9617 | Female | WHITE | 3 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Female | ASIAN | 1 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Female | BLACK | 4 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Female | HISPANIC | 3 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Female | WHITE | 9 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Male | 2 OR MORE | 1 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Male | ASIAN | 1 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Male | BLACK | 1 |
| 9637-ADMINISTRATIVE ASST | EX 9637 | Male | WHITE | 2 |
| 9639-ASST TO THE MAYOR | EX 9639 | Female | BLACK | 1 |
| 9639-ASST TO THE MAYOR | EX 9639 | Female | WHITE | 7 |
| 9639-ASST TO THE MAYOR | EX 9639 | Male | ASIAN | 1 |
| 9639-ASST TO THE MAYOR | EX 9639 | Male | BLACK | 2 |
| 9639-ASST TO THE MAYOR | EX 9639 | Male | HISPANIC | 2 |
| 9639-ASST TO THE MAYOR | EX 9639 | Male | WHITE | 3 |
| 9642-DEPUTY PRESS SECRETARY | EX 9642 | Female | WHITE | 1 |
| 9670-DIR OF INTERGOVERNMENTAL AFFAIRS | EX 9670 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | NA | 1 |
| 9807-LEGISLATIVE ASST | EX 9807 | Female | BLACK | 2 |
| 9807-LEGISLATIVE ASST | EX 9807 | Male | WHITE | 1 |
| 9876-SCHEDULER | EX 9876 | Female | BLACK | 1 |
| 9876-SCHEDULER | EX 9876 | Male | WHITE | 1 |
| 9878-ASST TO THE DIR OF INTERGOVERNMENTAL AFFAIRS | EX 9878 | Male | WHITE | 1 |
| 9881-ASST ADMINISTRATIVE SECRETARY I | EX 9881 | Female | ASIAN | 1 |
| 9881-ASST ADMINISTRATIVE SECRETARY I | EX 9881 | Male | WHITE | 1 |
| 9882-ASST ADMINISTRATIVE SECRETARY II | EX 9882 | Female | BLACK | 1 |
| 9882-ASST ADMINISTRATIVE SECRETARY II | EX 9882 | Female | HISPANIC | 2 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

MAYOR'S OFFICE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|----------|-----|
| 9882-ASST ADMINISTRATIVE SECRETARY II | EX 9882 | Female | WHITE | 2 |
| 9882-ASST ADMINISTRATIVE SECRETARY II | EX 9882 | Male | WHITE | 1 |
| 9883-ASST ADMINISTRATIVE SECRETARY III | EX 9883 | Female | BLACK | 1 |
| 9883-ASST ADMINISTRATIVE SECRETARY III | EX 9883 | Female | HISPANIC | 1 |
| 9883-ASST ADMINISTRATIVE SECRETARY III | EX 9883 | Male | ASIAN | 1 |
| 9883-ASST ADMINISTRATIVE SECRETARY III | EX 9883 | Male | WHITE | 1 |
| 9889-FIRST DEPUTY CHIEF OF STAFF | EX 9889 | Female | BLACK | 1 |
| 9891-ADMINISTRATIVE ASST - OFFICE ADMINISTRATOR | EX 9891 | Female | BLACK | 1 |
| 9892-OFFICE MANAGER WASHINGTON D.C. | EX 9892 | Female | WHITE | 1 |
| 9896-CHIEF FINANCIAL OFFICER | EX 9896 | Female | ASIAN | 1 |
| 9898-DEPUTY CHIEF OF STAFF | EX 9898 | Female | HISPANIC | 1 |
| 9898-DEPUTY CHIEF OF STAFF | EX 9898 | Female | WHITE | 2 |
| 9899-CHIEF OF STAFF | EX 9899 | Male | NA | 1 |
| 9901-MAYOR | EX 9901 | Female | BLACK | 1 |

DEPT TOTAL: 84

OEMC

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---------------------------------|-----------|--------|----------|-----|
| 0790-PUBLIC RELATIONS COORD | BX 17 | Female | WHITE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 8617-DIR OF 311 CITY SERVICES | EX 8617 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 2 |
| 9684-DEPUTY DIR | EX 9684 | Male | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | HISPANIC | 2 |
| 9684-DEPUTY DIR | EX 9684 | Male | WHITE | 3 |
| 9715-DIR OF NEWS AFFAIRS | SR 9715 | Female | WHITE | 1 |
| 9958-EXEC DIR EMERG MGMT & COMM | EX 9958 | Male | WHITE | 1 |

DEPT TOTAL: 14



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

POLICE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----|
| 0306-ASST DIR | SR 0306 | Male | HISPANIC | 1 |
| 8780-DIR OF RESEARCH AND PLANNING | SR 8780 | Female | WHITE | 1 |
| 9011-SUPERINTENDENT'S CHIEF OF STAFF | EX 9011 | Male | NA | 1 |
| 9102-DIR OF CAPS | SR 9102 | Male | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | BLACK | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | NA | 1 |
| 9684-DEPUTY DIR | EX 9684 | Female | WHITE | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | ASIAN | 1 |
| 9684-DEPUTY DIR | EX 9684 | Male | WHITE | 1 |
| 9704-DIR OF PROFESSIONAL COUNSELING SERVICES | SR 9704 | Male | WHITE | 1 |
| 9715-DIR OF NEWS AFFAIRS | SR 9715 | Male | NA | 1 |
| 9716-ASST DIR OF NEWS AFFAIRS | SR 9716 | Male | WHITE | 1 |
| 9752-COMMANDER | SR 9752 | Female | BLACK | 4 |
| 9752-COMMANDER | SR 9752 | Female | HISPANIC | 1 |
| 9752-COMMANDER | SR 9752 | Female | NA | 1 |
| 9752-COMMANDER | SR 9752 | Female | WHITE | 3 |
| 9752-COMMANDER | SR 9752 | Male | ASIAN | 1 |
| 9752-COMMANDER | SR 9752 | Male | BLACK | 10 |
| 9752-COMMANDER | SR 9752 | Male | HISPANIC | 7 |
| 9752-COMMANDER | SR 9752 | Male | WHITE | 18 |
| 9756-GENERAL COUNSEL | EX 9756 | Female | WHITE | 1 |
| 9759-DIR OF HUMAN RESOURCES | SR 9759 | Male | NA | 1 |
| 9780-DIR OF MANAGEMENT/LABOR AFFAIRS | SR 9780 | Female | BLACK | 1 |
| 9781-FIRST DEPUTY SUPERINTENDENT | EX 9781 | Male | WHITE | 1 |
| 9785-CHIEF | SR 9785 | Female | BLACK | 1 |
| 9785-CHIEF | SR 9785 | Female | WHITE | 1 |
| 9785-CHIEF | SR 9785 | Male | BLACK | 1 |
| 9785-CHIEF | SR 9785 | Male | HISPANIC | 1 |
| 9785-CHIEF | SR 9785 | Male | WHITE | 1 |
| 9796-DEPUTY CHIEF | SR 9796 | Female | WHITE | 1 |
| 9796-DEPUTY CHIEF | SR 9796 | Male | BLACK | 7 |
| 9796-DEPUTY CHIEF | SR 9796 | Male | HISPANIC | 2 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

POLICE

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-------------------------------|-----------|--------|-------|-----------|
| 9796-DEPUTY CHIEF | SR 9796 | Male | WHITE | 8 |
| 9957-SUPERINTENDENT OF POLICE | EX 9957 | Male | BLACK | 1 |
| DEPT TOTAL: | | | | 85 |

POLICE BOARD

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|-------|----------|
| 9955-EXECUTIVE DIR - POLICE BOARD | EX 9955 | Male | WHITE | 1 |
| DEPT TOTAL: | | | | 1 |

PROCUREMENT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--|-----------|--------|----------|-----------|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | WHITE | 1 |
| 1556-DEPUTY PROCUREMENT OFFICER | EX 1556 | Female | BLACK | 1 |
| 1556-DEPUTY PROCUREMENT OFFICER | EX 1556 | Female | HISPANIC | 1 |
| 1556-DEPUTY PROCUREMENT OFFICER | EX 1556 | Male | ASIAN | 1 |
| 1556-DEPUTY PROCUREMENT OFFICER | EX 1556 | Male | BLACK | 1 |
| 1556-DEPUTY PROCUREMENT OFFICER | EX 1556 | Male | WHITE | 1 |
| 1557-DEPUTY PROCUREMENT OFFICER/CONTR COMPLIANCE | EX 1557 | Male | WHITE | 1 |
| 9726-FIRST DEPUTY PROCUREMENT OFFICER | EX 9726 | Female | HISPANIC | 1 |
| 9815-MANAGING DEPUTY PROCUREMENT OFFICER | EX 9815 | Female | WHITE | 1 |
| 9935-CHIEF PROCUREMENT OFFICER | EX 9935 | Female | BLACK | 1 |
| DEPT TOTAL: | | | | 10 |

PUBLIC LIBRARY

| TITLE | PAY GRADE | Gender | RACE | NOP |
|----------------------------|-----------|--------|-------|-----|
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | WHITE | 1 |



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

PUBLIC LIBRARY

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|-------|-----|
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 1 |
| 9991-COMMISSIONER OF CHICAGO PUBLIC LIBRARY | EX 9991 | Female | WHITE | 1 |

DEPT TOTAL: 5

STREETS & SAN

| TITLE | PAY GRADE | Gender | RACE | NOP |
|---|-----------|--------|----------|-----|
| 0313-ASST COMMISSIONER | SR 0313 | Male | BLACK | 1 |
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Female | BLACK | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 2 |
| 8173-WARD SUPERINTENDENT | BX 18 | Female | HISPANIC | 1 |
| 8173-WARD SUPERINTENDENT | BX 18 | Male | BLACK | 15 |
| 8173-WARD SUPERINTENDENT | BX 18 | Male | HISPANIC | 10 |
| 8173-WARD SUPERINTENDENT | BX 18 | Male | WHITE | 22 |
| 8175-DIVISION SUPERINTENDENT | BX 18 | Female | BLACK | 1 |
| 8175-DIVISION SUPERINTENDENT | BX 18 | Male | BLACK | 2 |
| 8175-DIVISION SUPERINTENDENT | BX 18 | Male | HISPANIC | 2 |
| 8175-DIVISION SUPERINTENDENT | BX 18 | Male | WHITE | 2 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 2 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 5 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | HISPANIC | 1 |
| 9981-COMMISSIONER OF STREETS AND SANITATION | EX 9981 | Male | WHITE | 1 |

DEPT TOTAL: 70

TRANSPORTN



CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

TRANSPORTN

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----|
| 0313-ASST COMMISSIONER | SR 0313 | Male | BLACK | 1 |
| 0313-ASST COMMISSIONER | SR 0313 | Male | HISPANIC | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 1434-DIR OF PUBLIC INFORMATION | SR 1434 | Male | WHITE | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Male | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | ASIAN | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 4 |
| 9716-ASST DIR OF NEWS AFFAIRS | SR 9716 | Female | WHITE | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | WHITE | 2 |

DEPT TOTAL: 16

TREASURER

| TITLE | PAY GRADE | Gender | RACE | NOP |
|----------------------------------|-----------|--------|-----------|-----|
| 0187-DIR OF ACCOUNTING | GY 11 | Female | HISPANIC | 1 |
| 0242-PORTFOLIO MANAGER | SR 0242 | Female | HISPANIC | 1 |
| 0242-PORTFOLIO MANAGER | SR 0242 | Female | WHITE | 1 |
| 0242-PORTFOLIO MANAGER | SR 0242 | Male | BLACK | 1 |
| 0242-PORTFOLIO MANAGER | SR 0242 | Male | HISPANIC | 2 |
| 0242-PORTFOLIO MANAGER | SR 0242 | Male | WHITE | 1 |
| 0340-ASST TO THE CITY TREASURER | SR 0340 | Female | BLACK | 1 |
| 0340-ASST TO THE CITY TREASURER | SR 0340 | Female | HISPANIC | 1 |
| 0705-DIR OF PUBLIC AFFAIRS | SR 0705 | Male | BLACK | 1 |
| 0802-EXEC ADMINISTRATIVE ASST II | BX 15 | Female | 2 OR MORE | 1 |
| 1430-POLICY ANALYST | SR 1430 | Male | WHITE | 1 |
| 9673-DEPUTY CITY TREASURER | EX 9673 | Female | BLACK | 2 |
| 9673-DEPUTY CITY TREASURER | EX 9673 | Male | WHITE | 1 |
| 9676-ASST CITY TREASURER | SR 9676 | Female | BLACK | 2 |



Information Services and
Records Management Division
Department of Human Resources
09/30/2019

CITYWIDE SHAKMAN EXEMPT POSITIONS

SHAKMAN EXEMPT

TREASURER

| TITLE | PAY GRADE | Gender | RACE | NOP |
|--------------------------|-----------|--------|-------|-----------|
| 9676-ASST CITY TREASURER | SR 9676 | Female | WHITE | 2 |
| 9676-ASST CITY TREASURER | SR 9676 | Male | BLACK | 1 |
| 9928-CITY TREASURER | EX 9928 | Female | BLACK | 1 |
| DEPT TOTAL: | | | | 21 |

WATER MGMNT

| TITLE | PAY GRADE | Gender | RACE | NOP |
|-----------------------------------|-----------|--------|----------|-----------|
| 1694-DIRECTOR OF LEGAL SERVICES | SR 1694 | Female | WHITE | 1 |
| 7183-MOTOR TRUCK DRIVER | PR 7183 | Male | WHITE | 1 |
| 9660-FIRST DEPUTY COMMISSIONER | EX 9660 | Female | HISPANIC | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Female | WHITE | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | BLACK | 1 |
| 9679-DEPUTY COMMISSIONER | EX 9679 | Male | WHITE | 3 |
| 9715-DIR OF NEWS AFFAIRS | SR 9715 | Female | WHITE | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Female | HISPANIC | 1 |
| 9813-MANAGING DEPUTY COMMISSIONER | EX 9813 | Male | BLACK | 1 |
| 9988-COMMISSIONER OF WATER MGMT | EX 9988 | Male | BLACK | 1 |
| DEPT TOTAL: | | | | 13 |

CITYWIDE TOTAL: 962



SEX / RACE BREAKDOWN
CITYWIDE SHAKMAN EXEMPT

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|------------------|--------|--------|--------|-------|-------|-------|-------|--------|--------|--------|--------|------|-------|--------|-------|
| ADMIN HEARNG | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| ANIMAL CONTRL | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| AVIATION | 6 | 4 | 3 | 1 | 0 | 0 | 0 | 3 | 4 | 2 | 0 | 0 | 0 | 0 | 23 |
| | 26.09% | 17.39% | 13.04% | 4.35% | 0.0% | 0.0% | 0.0% | 13.04% | 17.39% | 8.70% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BOARD OF ETHICS | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUDGET & MGMT | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 3 | 3 | 0 | 1 | 0 | 0 | 0 | 14 |
| | 21.43% | 14.29% | 14.29% | 0.0% | 0.0% | 0.0% | 0.0% | 21.43% | 21.43% | 0.0% | 7.14% | 0.0% | 0.0% | 0.0% | |
| BUILDINGS | 5 | 1 | 0 | 0 | 1 | 0 | 0 | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 11 |
| | 45.45% | 9.09% | 0.0% | 0.0% | 9.09% | 0.0% | 0.0% | 9.09% | 9.09% | 18.18% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUSINESS AFFAIRS | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 1 | 0 | 0 | 0 | 9 |
| | 33.33% | 0.0% | 11.11% | 0.0% | 0.0% | 0.0% | 0.0% | 11.11% | 22.22% | 11.11% | 11.11% | 0.0% | 0.0% | 0.0% | |
| CITY CLERK | 4 | 2 | 3 | 1 | 0 | 0 | 0 | 4 | 3 | 4 | 0 | 0 | 0 | 0 | 21 |
| | 19.05% | 9.52% | 14.29% | 4.76% | 0.0% | 0.0% | 0.0% | 19.05% | 14.29% | 19.05% | 0.0% | 0.0% | 0.0% | 0.0% | |
| CITY COUNCIL | 54 | 53 | 39 | 1 | 0 | 0 | 17 | 70 | 63 | 39 | 5 | 0 | 3 | 10 | 354 |
| | 15.25% | 14.97% | 11.02% | 0.28% | 0.0% | 0.0% | 4.80% | 19.77% | 17.80% | 11.02% | 1.41% | 0.0% | 0.85% | 2.82% | |
| COPA | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 3 | 0 | 0 | 0 | 0 | 1 | 10 |
| | 20.00% | 20.00% | 10.00% | 0.0% | 0.0% | 0.0% | 0.0% | 10.00% | 30.00% | 0.0% | 0.0% | 0.0% | 0.0% | 10.00% | |
| CULTURAL AFFAIRS | 5 | 2 | 0 | 0 | 0 | 0 | 0 | 5 | 3 | 0 | 0 | 0 | 0 | 0 | 15 |
| | 33.33% | 13.33% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 33.33% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| DISABILITIES | 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% | |
| DoIT | 4 | 3 | 1 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 0 | 0 | 0 | 0 | 12 |
| | 33.33% | 25.00% | 8.33% | 8.33% | 0.0% | 0.0% | 0.0% | 8.33% | 8.33% | 8.33% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FAMILY & SUPPORT | 2 | 1 | 0 | 0 | 0 | 0 | 1 | 2 | 5 | 3 | 0 | 0 | 0 | 0 | 14 |
| | 14.29% | 7.14% | 0.0% | 0.0% | 0.0% | 0.0% | 7.14% | 14.29% | 35.71% | 21.43% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FINANCE | 5 | 1 | 3 | 0 | 0 | 1 | 1 | 4 | 2 | 2 | 2 | 0 | 0 | 0 | 21 |
| | 23.81% | 4.76% | 14.29% | 0.0% | 0.0% | 4.76% | 4.76% | 19.05% | 9.52% | 9.52% | 9.52% | 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



SEX / RACE BREAKDOWN
CITYWIDE SHAKMAN EXEMPT

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|-------------------------|---------|--------|--------|--------|------|-------|-------|--------|--------|--------|--------|------|-------|-------|-------|
| FIRE | 27 | 6 | 1 | 0 | 0 | 0 | 0 | 3 | 8 | 0 | 0 | 0 | 0 | 0 | 45 |
| | 60.00% | 13.33% | 2.22% | 0.0% | 0.0% | 0.0% | 0.0% | 6.67% | 17.78% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FLEET AND FACILITY MGMT | 3 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 7 |
| | 42.86% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 42.86% | 14.29% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HEALTH | 3 | 0 | 1 | 0 | 0 | 0 | 0 | 4 | 2 | 2 | 0 | 0 | 0 | 0 | 12 |
| | 25.00% | 0.0% | 8.33% | 0.0% | 0.0% | 0.0% | 0.0% | 33.33% | 16.67% | 16.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HOUSING | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 0 | 0 | 8 |
| | 37.50% | 25.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 12.50% | 0.0% | 25.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HOUSING & ECON DEV | 6 | 2 | 0 | 0 | 0 | 0 | 0 | 4 | 1 | 0 | 0 | 0 | 0 | 0 | 13 |
| | 46.15% | 15.38% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 30.77% | 7.69% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HUMAN RELATIONS | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 4 |
| | 25.00% | 25.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 25.00% | 25.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HUMAN RESOURCES | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 7 |
| | 28.57% | 14.29% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 14.29% | 14.29% | 14.29% | 14.29% | 0.0% | 0.0% | 0.0% | |
| INSPECTOR GEN | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| LAW | 12 | 1 | 1 | 0 | 0 | 0 | 0 | 11 | 2 | 2 | 0 | 0 | 1 | 0 | 30 |
| | 40.00% | 3.33% | 3.33% | 0.0% | 0.0% | 0.0% | 0.0% | 36.67% | 6.67% | 6.67% | 0.0% | 0.0% | 3.33% | 0.0% | |
| MAYOR'S OFFICE | 16 | 3 | 2 | 3 | 0 | 1 | 1 | 30 | 16 | 7 | 4 | 0 | 0 | 1 | 84 |
| | 19.05% | 3.57% | 2.38% | 3.57% | 0.0% | 1.19% | 1.19% | 35.71% | 19.05% | 8.33% | 4.76% | 0.0% | 0.0% | 1.19% | |
| OEMC | 5 | 1 | 2 | 0 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 15 |
| | 33.33% | 6.67% | 13.33% | 0.0% | 0.0% | 0.0% | 0.0% | 26.67% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| POLICE | 31 | 20 | 11 | 2 | 0 | 0 | 3 | 8 | 7 | 1 | 0 | 0 | 0 | 2 | 85 |
| | 36.47% | 23.53% | 12.94% | 2.35% | 0.0% | 0.0% | 3.53% | 9.41% | 8.24% | 1.18% | 0.0% | 0.0% | 0.0% | 2.35% | |
| POLICE BOARD | 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% | |
| PROCUREMENT | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 2 | 2 | 2 | 0 | 0 | 0 | 0 | 10 |
| | 20.00% | 10.00% | 0.0% | 10.00% | 0.0% | 0.0% | 0.0% | 20.00% | 20.00% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| PUBLIC LIBRARY | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 5 |
| | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 60.00% | 20.00% | 0.0% | 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



SEX / RACE BREAKDOWN
 CITYWIDE SHAKMAN EXEMPT

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------|-------------|--------------|--------------|------------|
| STREETS & SAN | 32 | 21 | 13 | 0 | 0 | 0 | 0 | 0 | 2 | 2 | 0 | 0 | 0 | 0 | 70 |
| | 45.71% | 30.00% | 18.57% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 2.86% | 2.86% | 0.0% | 0.0% | 0.0% | 0.0% | |
| TRANSPORTN | 9 | 1 | 2 | 1 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 16 |
| | 56.25% | 6.25% | 12.50% | 6.25% | 0.0% | 0.0% | 0.0% | 12.50% | 6.25% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| TREASURER | 3 | 3 | 2 | 0 | 0 | 0 | 0 | 3 | 6 | 3 | 0 | 0 | 1 | 0 | 21 |
| | 14.29% | 14.29% | 9.52% | 0.0% | 0.0% | 0.0% | 0.0% | 14.29% | 28.57% | 14.29% | 0.0% | 0.0% | 4.76% | 0.0% | |
| WATER MGMNT | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 13 |
| | 30.77% | 23.08% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 23.08% | 7.69% | 15.38% | 0.0% | 0.0% | 0.0% | 0.0% | |
| TOTAL | 258 | 138 | 88 | 11 | 1 | 2 | 23 | 183 | 146 | 79 | 14 | 0 | 5 | 14 | 962 |
| | 26.82% | 14.35% | 9.15% | 1.14% | 0.10% | 0.21% | 2.39% | 19.02% | 15.18% | 8.21% | 1.46% | 0.0% | 0.52% | 1.46% | |

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



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-07 Employees

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Patrick Thompson requested the number of Citywide CBA and Non-CBA employees.

The attached report provides a list of the non-union and union employees.

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

Citywide Non-Union and Union Employees

| | | | | | | | | | | | | | | | |
|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| Rep-Non Rep | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
| NonRepresented | 800 | 359 | 227 | 85 | 4 | 10 | 35 | 594 | 757 | 274 | 95 | 14 | 23 | 23 | 3,300 |
| | 24.24% | 10.88% | 6.88% | 2.58% | 0.12% | 0.30% | 1.06% | 18.00% | 22.94% | 8.30% | 2.88% | 0.42% | 0.70% | 0.70% | |
| Represented | 10,983 | 5,133 | 5,062 | 660 | 74 | 66 | 47 | 2,370 | 4,129 | 1,639 | 189 | 41 | 27 | 19 | 30,439 |
| | 36.08% | 16.86% | 16.63% | 2.17% | 0.24% | 0.22% | 0.15% | 7.79% | 13.56% | 5.38% | 0.62% | 0.13% | 0.09% | 0.06% | |
| | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
| | 11,783 | 5,492 | 5,289 | 745 | 78 | 76 | 82 | 2,964 | 4,886 | 1,913 | 284 | 55 | 50 | 42 | 33,739 |
| | 34.92% | 16.28% | 15.68% | 2.21% | 0.23% | 0.23% | 0.24% | 8.79% | 14.48% | 5.67% | 0.84% | 0.16% | 0.15% | 0.12% | |

Citywide Non-Union and Union Employees

| | | | | | | | | | | | | | | | |
|--------------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|------------|--------------|
| Rep-Non Rep | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
| NonRepresented | 800 | 359 | 227 | 85 | 4 | 10 | 35 | 594 | 757 | 274 | 95 | 14 | 23 | 23 | 3,300 |
| | 24.24% | 10.88% | 6.88% | 2.58% | 0.12% | 0.30% | 1.06% | 18.00% | 22.94% | 8.30% | 2.88% | 0.42% | 0.70% | 0.70% | |
| Represented | 10,983 | 5,133 | 5,062 | 660 | 74 | 66 | 47 | 2,370 | 4,129 | 1,639 | 189 | 41 | 27 | 19 | 30,439 |
| | 36.08% | 16.86% | 16.63% | 2.17% | 0.24% | 0.22% | 0.15% | 7.79% | 13.56% | 5.38% | 0.62% | 0.13% | 0.09% | 0.06% | |
| | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
| | 11,783 | 5,492 | 5,289 | 745 | 78 | 76 | 82 | 2,964 | 4,886 | 1,913 | 284 | 55 | 50 | 42 | 33,739 |
| | 34.92% | 16.28% | 15.68% | 2.21% | 0.23% | 0.23% | 0.24% | 8.79% | 14.48% | 5.67% | 0.84% | 0.16% | 0.15% | 0.12% | |



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-08 Vacancies

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Patrick Thompson requested the number of vacancies for the Department of Law from 2014 to present.

The attached report from the Office of Budget and management provides a list of the Law Department vacancies.

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

Law Department Vacancies 2014 - 11/6/2019

| Year | # of Vacancies |
|-------------|-----------------------|
| 2014 | 39 |
| 2015 | 42 |
| 2016 | 40 |
| 2017 | 49 |
| 2018 | 45 |
| 2019 | 53 |

Law Department Vacancies 2014 - 11/6/2019

| Year | # of Vacancies |
|-------------|-----------------------|
| 2014 | 39 |
| 2015 | 42 |
| 2016 | 40 |
| 2017 | 49 |
| 2018 | 45 |
| 2019 | 53 |



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-09 Assist Plan

This response is to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Mitchell requested a plan to assist large departments such as CDOT with recruiting efforts and filling vacancies quickly.

We have implemented this year regular meetings with departmental administrative teams (which includes both Deputy-level and Human Resource Liaisons), which has provided a more transparent process across all departments. This allows for quicker resolution to administrative bottlenecks. We are also meeting bi-weekly with CDOT and have found the communication helpful to identify needed information and/or scheduling issues. We have worked together on solutions to ensure a more strategic and hiring process. This model of regular communication will be expanded to more departments with the larger goal of establishing these relationships with every department.

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



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-10 Hiring Preferences

This response is to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Jason Ervin requested a list of hiring preferences for FF/EMT and Police Officer.

- CPD/CFD Current Preferences include:
 - Chicago Public Schools (CPS)
 - Chicago Police & Fire Training Academy (CPFTA)
 - Veteran
 - Line of Duty Death (LODD)
 - CFD also must hire a certain % of FF/EMTs who are current Paramedics who have also taken and passed the 2014 FF/EMT test; these individuals are hired based on seniority from a clause in their CBA.
- CPD: currently exhausts their referral lists fully, therefore preferences are added (and may speed up the contact the candidate has with CPD by a few days), however all candidates are referred from each exam to the processing.
- CFD: DHR has referred 6 referral lists to CFD from the 2014 FF/EMT exam

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

Hires by Preference per Referral Lists

| Referral List 1 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 344 | 68% | 161 | 71% |
| Vet | 124 | 24% | 50 | 22% |
| CPS | 41 | 8% | 16 | 7% |
| Total from RL 1 | 509 | | 227 | |

Date DHR sent to CFD

12/11/2015

45% of people referred on RL 1 were hired

| Referral List 2 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 114 | 57% | 42 | 67% |
| Vet | 49 | 25% | 11 | 17% |
| CPS | 37 | 19% | 10 | 16% |
| Total from RL 2 | 200 | | 63 | |

Date DHR sent to CFD

2/18/2016

32% of people referred on RL 2 were hired

| Referral List 3 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 240 | 45% | 64 | 44% |
| Vet | 128 | 24% | 32 | 22% |
| CPS | 47 | 9% | 14 | 10% |
| LODD | 1 | 0% | 1 | 1% |
| CPFTA | 122 | 23% | 36 | 24% |
| Total from RL 3 | 538 | | 147 | |

Date DHR sent to CFD

9/26/2018

27% of people referred on RL 3 were hired

| Referral List 4 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 245 | 49% | 31 | 49% |
| Vet | 154 | 31% | 24 | 38% |
| CPS | 96 | 19% | 5 | 8% |
| LODD | 0 | 0% | 0 | 0% |
| CPFTA | 6 | 1% | 3 | 5% |
| Total from RL 4 | 501 | | 63 | |

Date DHR sent to CFD

1/29/2019

13% of people referred on RL 4 were hired

| Referral List 5 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 227 | 45% | | #DIV/0! |
| Vet | 165 | 33% | | #DIV/0! |
| CPS | 108 | 22% | | #DIV/0! |
| LODD | 0 | 0% | | #DIV/0! |
| CPFTA | 1 | 0% | | #DIV/0! |
| Total from RL 5 | 501 | | 0 | |

Date DHR sent to CFD
3/25/2019

CFD is still working on processing candidates

0% of people referred on RL 5 were hired

| Referral List 6 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 291 | 48% | | #DIV/0! |
| Vet | 190 | 32% | | #DIV/0! |
| CPS | 120 | 20% | | #DIV/0! |
| LODD | 0 | 0% | | #DIV/0! |
| CPFTA | 1 | 0% | | #DIV/0! |
| Total from RL 6 | 602 | | 0 | |

Date DHR sent to CFD
9/29/2019

CFD is still working on processing candidates

0% of people referred on RL 6 were hired

| Original Referral List Crossover | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|----------------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| Crossover | 51 | 100% | 46 | 100% |
| Total from RL Crossover | 51 | | 46 | |

Date DHR sent to CFD
12/11/2015

of people referred on RL Crossover were 90% hired

| Original Referral List CPFTA | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| CPFTA | 68 | 100% | 30 | 100% |
| Total from RL CPFTA | 68 | | 30 | |

Date DHR sent to CFD
12/11/2015

of people referred on CPFTA Crossover 44% were hired

| Original Referral List LODD | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|--------------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| LODD | 30 | 100% | 17 | 100% |
| Total from RL Crossover | 30 | | 17 | |

Date DHR sent to CFD
12/11/2015

of people referred on RL Crossover were 57% hired

| CPS Preference Demographic Data of all Candidates Referred based on CPS Preference | | |
|---|----------------|----------|
| | Total # | % |
| American Indian or Alaska Native | 1 | 0% |
| Asian | 10 | 2% |
| Black or African American | 154 | 34% |
| Hispanic or Latino | 192 | 43% |
| I do not wish to provide this information | 20 | 4% |
| Two or more races | 8 | 2% |
| White | 64 | 14% |
| Grand Total | 449 | |

| CPFTA Preference Demographic Data of all Candidates Referred based on CPFTA Preference | | |
|---|----------------|----------|
| | Total # | % |
| American Indian or Alaska Native | 1 | 1% |
| Black or African American | 55 | 28% |
| Hispanic or Latino | 89 | 45% |
| I do not wish to provide this information | 13 | 7% |
| Two or more races | 4 | 2% |
| White | 37 | 19% |
| Grand Total | 199 | |

| Veteran Preference Demographic Data of all Candidates Referred based on Veteran Preference | | |
|---|----------------|----------|
| Preference | Total # | % |
| American Indian or Alaska Native | 3 | 0% |
| Asian | 17 | 2% |
| Black or African American | 109 | 13% |
| Hispanic or Latino | 247 | 30% |
| No Race Data | 87 | 11% |
| Native Hawaiian or Other Pacific Islander | 1 | 0% |
| Two or more races | 16 | 2% |
| White | 330 | 41% |
| Grand Total | 810 | |

| No Preference Demographic Data of all Candidates Referred based on having NO Preference | | |
|--|----------------|----------|
| Preference | Total # | % |
| American Indian or Alaska Native | 5 | 0% |
| Asian | 21 | 1% |
| Black or African American | 226 | 15% |
| Hispanic or Latino | 326 | 22% |
| No Race Data | 98 | 7% |
| Native Hawaiian or Other Pacific Islander | 1 | 0% |
| Two or more races | 34 | 2% |
| White | 750 | 51% |
| Grand Total | 1461 | |

| Demographic Data of all Candidates on Master Eligibility List | | |
|--|----------------|----------|
| | Total # | % |
| American Indian or Alaska Native | 63 | 0% |
| Asian | 233 | 1% |
| Black or African American | 3559 | 20% |
| Hispanic or Latino | 4431 | 24% |
| I do not wish to provide this information | 1111 | 6% |
| Native Hawaiian or Other Pacific Islander | 30 | 0% |
| Two or more races | 408 | 2% |
| White | 8328 | 46% |
| Grand Total | 18208 | |

| Demographic Data of all Hired Candidates | | |
|---|----------------|----------|
| | Total # | % |
| 2 OR MORE ETHNICITIES | 4 | 1% |
| ASIAN | 10 | 2% |
| BLACK | 69 | 12% |
| HISPANIC | 161 | 27% |
| UNKNOWN | 2 | 0% |
| WHITE | 350 | 59% |
| Grand Total | 596 | |

Hires by Preference per Referral Lists

| Referral List 1 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 344 | 68% | 161 | 71% |
| Vet | 124 | 24% | 50 | 22% |
| CPS | 41 | 8% | 16 | 7% |
| Total from RL 1 | 509 | | 227 | |

Date DHR sent to CFD

12/11/2015

45% of people referred on RL 1 were hired

| Referral List 2 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 114 | 57% | 42 | 67% |
| Vet | 49 | 25% | 11 | 17% |
| CPS | 37 | 19% | 10 | 16% |
| Total from RL 2 | 200 | | 63 | |

Date DHR sent to CFD

2/18/2016

32% of people referred on RL 2 were hired

| Referral List 3 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 240 | 45% | 64 | 44% |
| Vet | 128 | 24% | 32 | 22% |
| CPS | 47 | 9% | 14 | 10% |
| LODD | 1 | 0% | 1 | 1% |
| CPFTA | 122 | 23% | 36 | 24% |
| Total from RL 3 | 538 | | 147 | |

Date DHR sent to CFD

9/26/2018

27% of people referred on RL 3 were hired

| Referral List 4 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 245 | 49% | 31 | 49% |
| Vet | 154 | 31% | 24 | 38% |
| CPS | 96 | 19% | 5 | 8% |
| LODD | 0 | 0% | 0 | 0% |
| CPFTA | 6 | 1% | 3 | 5% |
| Total from RL 4 | 501 | | 63 | |

Date DHR sent to CFD

1/29/2019

13% of people referred on RL 4 were hired

| Referral List 5 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 227 | 45% | | #DIV/0! |
| Vet | 165 | 33% | | #DIV/0! |
| CPS | 108 | 22% | | #DIV/0! |
| LODD | 0 | 0% | | #DIV/0! |
| CPFTA | 1 | 0% | | #DIV/0! |
| Total from RL 5 | 501 | | 0 | |

Date DHR sent to CFD
3/25/2019

CFD is still working on processing candidates

0% of people referred on RL 5 were hired

| Referral List 6 | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| No Preference | 291 | 48% | | #DIV/0! |
| Vet | 190 | 32% | | #DIV/0! |
| CPS | 120 | 20% | | #DIV/0! |
| LODD | 0 | 0% | | #DIV/0! |
| CPFTA | 1 | 0% | | #DIV/0! |
| Total from RL 6 | 602 | | 0 | |

Date DHR sent to CFD
9/29/2019

CFD is still working on processing candidates

0% of people referred on RL 6 were hired

| Original Referral List Crossover | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|----------------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| Crossover | 51 | 100% | 46 | 100% |
| Total from RL Crossover | 51 | | 46 | |

Date DHR sent to CFD
12/11/2015

of people referred on RL Crossover were 90% hired

| Original Referral List CPFTA | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|------------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| CPFTA | 68 | 100% | 30 | 100% |
| Total from RL CPFTA | 68 | | 30 | |

Date DHR sent to CFD
12/11/2015

of people referred on CPFTA Crossover 44% were hired

| Original Referral List LODD | Referred due to preference # | Referred due to preference % | Hired due to preference # | Hired due to preference % |
|--------------------------------|------------------------------|------------------------------|---------------------------|---------------------------|
| LODD | 30 | 100% | 17 | 100% |
| Total from RL Crossover | 30 | | 17 | |

Date DHR sent to CFD
12/11/2015

of people referred on RL Crossover were 57% hired

| CPS Preference Demographic Data of all Candidates Referred based on CPS Preference | | |
|---|----------------|----------|
| | Total # | % |
| American Indian or Alaska Native | 1 | 0% |
| Asian | 10 | 2% |
| Black or African American | 154 | 34% |
| Hispanic or Latino | 192 | 43% |
| I do not wish to provide this information | 20 | 4% |
| Two or more races | 8 | 2% |
| White | 64 | 14% |
| Grand Total | 449 | |

| CPFTA Preference Demographic Data of all Candidates Referred based on CPFTA Preference | | |
|---|----------------|----------|
| | Total # | % |
| American Indian or Alaska Native | 1 | 1% |
| Black or African American | 55 | 28% |
| Hispanic or Latino | 89 | 45% |
| I do not wish to provide this information | 13 | 7% |
| Two or more races | 4 | 2% |
| White | 37 | 19% |
| Grand Total | 199 | |

| Veteran Preference Demographic Data of all Candidates Referred based on Veteran Preference | | |
|---|----------------|----------|
| Preference | Total # | % |
| American Indian or Alaska Native | 3 | 0% |
| Asian | 17 | 2% |
| Black or African American | 109 | 13% |
| Hispanic or Latino | 247 | 30% |
| No Race Data | 87 | 11% |
| Native Hawaiian or Other Pacific Islander | 1 | 0% |
| Two or more races | 16 | 2% |
| White | 330 | 41% |
| Grand Total | 810 | |

| No Preference Demographic Data of all Candidates Referred based on having NO Preference | | |
|--|----------------|----------|
| Preference | Total # | % |
| American Indian or Alaska Native | 5 | 0% |
| Asian | 21 | 1% |
| Black or African American | 226 | 15% |
| Hispanic or Latino | 326 | 22% |
| No Race Data | 98 | 7% |
| Native Hawaiian or Other Pacific Islander | 1 | 0% |
| Two or more races | 34 | 2% |
| White | 750 | 51% |
| Grand Total | 1461 | |

| Demographic Data of all Candidates on Master Eligibility List | | |
|--|----------------|----------|
| | Total # | % |
| American Indian or Alaska Native | 63 | 0% |
| Asian | 233 | 1% |
| Black or African American | 3559 | 20% |
| Hispanic or Latino | 4431 | 24% |
| I do not wish to provide this information | 1111 | 6% |
| Native Hawaiian or Other Pacific Islander | 30 | 0% |
| Two or more races | 408 | 2% |
| White | 8328 | 46% |
| Grand Total | 18208 | |

| Demographic Data of all Hired Candidates | | |
|---|----------------|----------|
| | Total # | % |
| 2 OR MORE ETHNICITIES | 4 | 1% |
| ASIAN | 10 | 2% |
| BLACK | 69 | 12% |
| HISPANIC | 161 | 27% |
| UNKNOWN | 2 | 0% |
| WHITE | 350 | 59% |
| Grand Total | 596 | |



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-11 Hire Data

This response is to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Sophia King requested a list of new hire data from the last four years: 2016, 2017, 2018 and 2019 YTD by department.

The attached reports provide the demographics of new hires by department over the last four years.

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

33-11 2016 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|-------------------------|---------|--------|--------|--------|-------|-------|-------|--------|--------|--------|--------|-------|-------|--------|-------|
| ANIMAL CONTRL | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | 2 | 3 | 0 | 0 | 1 | 0 | 15 |
| | 6.67% | 6.67% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 46.67% | 13.33% | 20.00% | 0.0% | 0.0% | 6.67% | 0.0% | |
| AVIATION | 39 | 54 | 40 | 3 | 2 | 3 | 0 | 6 | 25 | 5 | 1 | 0 | 1 | 0 | 179 |
| | 21.79% | 30.17% | 22.35% | 1.68% | 1.12% | 1.68% | 0.0% | 3.35% | 13.97% | 2.79% | 0.56% | 0.0% | 0.56% | 0.0% | |
| BOARD OF ELECTION | 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% | |
| BUDGET & MGMT | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 8 |
| | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 12.50% | 25.00% | 12.50% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUILDINGS | 6 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 14 |
| | 42.86% | 21.43% | 7.14% | 14.29% | 0.0% | 0.0% | 0.0% | 0.0% | 14.29% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUSINESS AFFAIRS | 7 | 2 | 2 | 3 | 0 | 0 | 0 | 5 | 4 | 1 | 0 | 0 | 0 | 0 | 24 |
| | 29.17% | 8.33% | 8.33% | 12.50% | 0.0% | 0.0% | 0.0% | 20.83% | 16.67% | 4.17% | 0.0% | 0.0% | 0.0% | 0.0% | |
| CITY CLERK | 4 | 3 | 1 | 2 | 0 | 1 | 0 | 6 | 12 | 9 | 0 | 0 | 1 | 0 | 39 |
| | 10.26% | 7.69% | 2.56% | 5.13% | 0.0% | 2.56% | 0.0% | 15.38% | 30.77% | 23.08% | 0.0% | 0.0% | 2.56% | 0.0% | |
| CITY COUNCIL | 23 | 19 | 20 | 1 | 1 | 2 | 0 | 27 | 40 | 25 | 0 | 1 | 2 | 3 | 164 |
| | 14.02% | 11.59% | 12.20% | 0.61% | 0.61% | 1.22% | 0.0% | 16.46% | 24.39% | 15.24% | 0.0% | 0.61% | 1.22% | 1.83% | |
| CULTURAL AFFAIRS | 7 | 1 | 0 | 1 | 0 | 1 | 1 | 10 | 7 | 4 | 3 | 0 | 2 | 0 | 37 |
| | 18.92% | 2.70% | 0.0% | 2.70% | 0.0% | 2.70% | 2.70% | 27.03% | 18.92% | 10.81% | 8.11% | 0.0% | 5.41% | 0.0% | |
| DISABILITIES | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 5 |
| | 0.0% | 0.0% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 20.00% | 20.00% | 20.00% | 20.00% | 0.0% | 0.0% | 0.0% | |
| DoIT | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 9 |
| | 22.22% | 33.33% | 11.11% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 11.11% | 0.0% | 11.11% | 0.0% | 0.0% | 11.11% | |
| FAMILY & SUPPORT | 2 | 3 | 0 | 2 | 0 | 0 | 1 | 3 | 42 | 1 | 3 | 4 | 1 | 0 | 62 |
| | 3.23% | 4.84% | 0.0% | 3.23% | 0.0% | 0.0% | 1.61% | 4.84% | 67.74% | 1.61% | 4.84% | 6.45% | 1.61% | 0.0% | |
| FINANCE | 2 | 4 | 6 | 1 | 0 | 1 | 2 | 3 | 14 | 7 | 3 | 0 | 1 | 1 | 45 |
| | 4.44% | 8.89% | 13.33% | 2.22% | 0.0% | 2.22% | 4.44% | 6.67% | 31.11% | 15.56% | 6.67% | 0.0% | 2.22% | 2.22% | |
| FIRE | 133 | 27 | 64 | 2 | 0 | 2 | 1 | 7 | 4 | 4 | 1 | 0 | 0 | 0 | 245 |
| | 54.29% | 11.02% | 26.12% | 0.82% | 0.0% | 0.82% | 0.41% | 2.86% | 1.63% | 1.63% | 0.41% | 0.0% | 0.0% | 0.0% | |
| FLEET AND FACILITY MGMT | 28 | 15 | 16 | 4 | 0 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 68 |
| | 41.18% | 22.06% | 23.53% | 5.88% | 0.0% | 0.0% | 0.0% | 4.41% | 2.94% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HEALTH | 6 | 4 | 1 | 0 | 0 | 0 | 0 | 9 | 9 | 1 | 2 | 0 | 0 | 1 | 33 |
| | 18.18% | 12.12% | 3.03% | 0.0% | 0.0% | 0.0% | 0.0% | 27.27% | 27.27% | 3.03% | 6.06% | 0.0% | 0.0% | 3.03% | |
| HOUSING & ECON DEV | 10 | 4 | 2 | 1 | 0 | 1 | 0 | 2 | 2 | 2 | 1 | 0 | 0 | 0 | 25 |
| | 40.00% | 16.00% | 8.00% | 4.00% | 0.0% | 4.00% | 0.0% | 8.00% | 8.00% | 8.00% | 4.00% | 0.0% | 0.0% | 0.0% | |
| HUMAN RELATIONS | 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% | |
| HUMAN RESOURCES | 4 | 1 | 2 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 11 |
| | 36.36% | 9.09% | 18.18% | 0.0% | 0.0% | 0.0% | 0.0% | 27.27% | 9.09% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| INSPECTOR GEN | 3 | 1 | 1 | 0 | 0 | 0 | 1 | 3 | 5 | 1 | 0 | 0 | 0 | 0 | 15 |
| | 20.00% | 6.67% | 6.67% | 0.0% | 0.0% | 0.0% | 6.67% | 20.00% | 33.33% | 6.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| IPRA | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 4 | 2 | 1 | 0 | 0 | 0 | 0 | 10 |

33-11 2016 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|----------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 10.00% | 10.00% | 0.0% | 10.00% | 0.0% | 0.0% | 0.0% | 40.00% | 20.00% | 10.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| LAW | 28 | 2 | 0 | 1 | 1 | 1 | 1 | 25 | 19 | 7 | 6 | 0 | 0 | 0 | 91 |
| | 30.77% | 2.20% | 0.0% | 1.10% | 1.10% | 1.10% | 1.10% | 27.47% | 20.88% | 7.69% | 6.59% | 0.0% | 0.0% | 0.0% | |
| MAYOR'S OFFICE | 16 | 5 | 5 | 3 | 0 | 0 | 0 | 10 | 7 | 4 | 2 | 1 | 1 | 2 | 56 |
| | 28.57% | 8.93% | 8.93% | 5.36% | 0.0% | 0.0% | 0.0% | 17.86% | 12.50% | 7.14% | 3.57% | 1.79% | 1.79% | 3.57% | |
| OEMC | 6 | 23 | 6 | 4 | 0 | 1 | 0 | 17 | 111 | 8 | 0 | 7 | 0 | 0 | 183 |
| | 3.28% | 12.57% | 3.28% | 2.19% | 0.0% | 0.55% | 0.0% | 9.29% | 60.66% | 4.37% | 0.0% | 3.83% | 0.0% | 0.0% | |
| POLICE | 251 | 106 | 154 | 17 | 1 | 1 | 3 | 88 | 177 | 102 | 5 | 2 | 1 | 6 | 914 |
| | 27.46% | 11.60% | 16.85% | 1.86% | 0.11% | 0.11% | 0.33% | 9.63% | 19.37% | 11.16% | 0.55% | 0.22% | 0.11% | 0.66% | |
| PROCUREMENT | 3 | 3 | 2 | 1 | 0 | 0 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 14 |
| | 21.43% | 21.43% | 14.29% | 7.14% | 0.0% | 0.0% | 0.0% | 14.29% | 14.29% | 7.14% | 0.0% | 0.0% | 0.0% | 0.0% | |
| PUBLIC LIBRARY | 2 | 5 | 0 | 0 | 0 | 1 | 0 | 16 | 18 | 7 | 0 | 0 | 0 | 1 | 50 |
| | 4.00% | 10.00% | 0.0% | 0.0% | 0.0% | 2.00% | 0.0% | 32.00% | 36.00% | 14.00% | 0.0% | 0.0% | 0.0% | 2.00% | |
| STREETS & SAN | 15 | 72 | 39 | 2 | 1 | 2 | 0 | 2 | 40 | 2 | 0 | 1 | 1 | 0 | 177 |
| | 8.47% | 40.68% | 22.03% | 1.13% | 0.56% | 1.13% | 0.0% | 1.13% | 22.60% | 1.13% | 0.0% | 0.56% | 0.56% | 0.0% | |
| TRANSPORTN | 22 | 26 | 22 | 1 | 0 | 0 | 2 | 0 | 6 | 0 | 3 | 0 | 1 | 0 | 83 |
| | 26.51% | 31.33% | 26.51% | 1.20% | 0.0% | 0.0% | 2.41% | 0.0% | 7.23% | 0.0% | 3.61% | 0.0% | 1.20% | 0.0% | |
| TREASURER | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 1 | 0 | 0 | 0 | 9 |
| | 11.11% | 11.11% | 22.22% | 0.0% | 0.0% | 0.0% | 0.0% | 44.44% | 0.0% | 0.0% | 11.11% | 0.0% | 0.0% | 0.0% | |
| WATER MGMNT | 36 | 21 | 12 | 3 | 0 | 0 | 0 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 77 |
| | 46.75% | 27.27% | 15.58% | 3.90% | 0.0% | 0.0% | 0.0% | 3.90% | 1.30% | 0.0% | 1.30% | 0.0% | 0.0% | 0.0% | |
| | 663 | 410 | 400 | 55 | 6 | 17 | 12 | 267 | 560 | 198 | 34 | 16 | 13 | 15 | 2,666 |
| | 24.87% | 15.38% | 15.00% | 2.06% | 0.23% | 0.64% | 0.45% | 10.02% | 21.01% | 7.43% | 1.28% | 0.60% | 0.49% | 0.56% | |

33-11 2017 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|-------------------------|--------|--------|--------|--------|-------|-------|-------|--------|---------|--------|--------|-------|--------|--------|-------|
| ADMIN HEARNG | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 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% | 0.0% | |
| ANIMAL CONTRL | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 4 | 2 | 3 | 0 | 0 | 0 | 0 | 11 |
| | 0.0% | 9.09% | 9.09% | 0.0% | 0.0% | 0.0% | 0.0% | 36.36% | 18.18% | 27.27% | 0.0% | 0.0% | 0.0% | 0.0% | |
| AVIATION | 24 | 16 | 8 | 2 | 0 | 1 | 0 | 6 | 12 | 4 | 2 | 0 | 0 | 0 | 75 |
| | 32.00% | 21.33% | 10.67% | 2.67% | 0.0% | 1.33% | 0.0% | 8.00% | 16.00% | 5.33% | 2.67% | 0.0% | 0.0% | 0.0% | |
| BOARD OF ELECTION | 1 | 2 | 1 | 2 | 0 | 0 | 0 | 2 | 5 | 1 | 0 | 0 | 0 | 0 | 14 |
| | 7.14% | 14.29% | 7.14% | 14.29% | 0.0% | 0.0% | 0.0% | 14.29% | 35.71% | 7.14% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUDGET & MGMT | 7 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 9 |
| | 77.78% | 0.0% | 11.11% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 11.11% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUILDINGS | 8 | 5 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 17 |
| | 47.06% | 29.41% | 5.88% | 5.88% | 0.0% | 0.0% | 0.0% | 5.88% | 0.0% | 0.0% | 0.0% | 5.88% | 0.0% | 0.0% | |
| BUSINESS AFFAIRS | 2 | 3 | 1 | 1 | 0 | 0 | 0 | 3 | 2 | 4 | 1 | 0 | 0 | 0 | 17 |
| | 11.76% | 17.65% | 5.88% | 5.88% | 0.0% | 0.0% | 0.0% | 17.65% | 11.76% | 23.53% | 5.88% | 0.0% | 0.0% | 0.0% | |
| CITY CLERK | 4 | 1 | 9 | 4 | 1 | 0 | 0 | 7 | 13 | 6 | 1 | 0 | 0 | 0 | 46 |
| | 8.70% | 2.17% | 19.57% | 8.70% | 2.17% | 0.0% | 0.0% | 15.22% | 28.26% | 13.04% | 2.17% | 0.0% | 0.0% | 0.0% | |
| CITY COUNCIL | 17 | 27 | 12 | 3 | 1 | 1 | 2 | 24 | 38 | 17 | 1 | 1 | 3 | 1 | 148 |
| | 11.49% | 18.24% | 8.11% | 2.03% | 0.68% | 0.68% | 1.35% | 16.22% | 25.68% | 11.49% | 0.68% | 0.68% | 2.03% | 0.68% | |
| COPA | 20 | 9 | 2 | 2 | 0 | 0 | 0 | 19 | 13 | 4 | 0 | 0 | 0 | 0 | 69 |
| | 28.99% | 13.04% | 2.90% | 2.90% | 0.0% | 0.0% | 0.0% | 27.54% | 18.84% | 5.80% | 0.0% | 0.0% | 0.0% | 0.0% | |
| CULTURAL AFFAIRS | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 11 | 5 | 3 | 2 | 0 | 1 | 0 | 24 |
| | 4.17% | 0.0% | 0.0% | 0.0% | 0.0% | 4.17% | 0.0% | 45.83% | 20.83% | 12.50% | 8.33% | 0.0% | 4.17% | 0.0% | |
| DISABILITIES | 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% | |
| DoIT | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 1 | 10 |
| | 20.00% | 20.00% | 0.0% | 10.00% | 0.0% | 0.0% | 0.0% | 10.00% | 10.00% | 10.00% | 10.00% | 0.0% | 0.0% | 10.00% | |
| FAMILY & SUPPORT | 2 | 5 | 1 | 3 | 0 | 0 | 0 | 8 | 42 | 4 | 2 | 4 | 0 | 0 | 71 |
| | 2.82% | 7.04% | 1.41% | 4.23% | 0.0% | 0.0% | 0.0% | 11.27% | 59.15% | 5.63% | 2.82% | 5.63% | 0.0% | 0.0% | |
| FINANCE | 3 | 4 | 3 | 2 | 0 | 0 | 1 | 1 | 11 | 4 | 3 | 1 | 1 | 0 | 34 |
| | 8.82% | 11.76% | 8.82% | 5.88% | 0.0% | 0.0% | 2.94% | 2.94% | 32.35% | 11.76% | 8.82% | 2.94% | 2.94% | 0.0% | |
| FIRE | 65 | 8 | 11 | 5 | 0 | 0 | 0 | 6 | 2 | 3 | 0 | 0 | 0 | 0 | 100 |
| | 65.00% | 8.00% | 11.00% | 5.00% | 0.0% | 0.0% | 0.0% | 6.00% | 2.00% | 3.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FLEET AND FACILITY MGMT | 20 | 9 | 13 | 3 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 49 |
| | 40.82% | 18.37% | 26.53% | 6.12% | 2.04% | 0.0% | 0.0% | 0.0% | 6.12% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HEALTH | 2 | 5 | 0 | 1 | 0 | 0 | 0 | 3 | 5 | 3 | 2 | 0 | 1 | 0 | 22 |
| | 9.09% | 22.73% | 0.0% | 4.55% | 0.0% | 0.0% | 0.0% | 13.64% | 22.73% | 13.64% | 9.09% | 0.0% | 4.55% | 0.0% | |
| HOUSING & ECON DEV | 4 | 5 | 0 | 0 | 0 | 1 | 0 | 2 | 6 | 4 | 0 | 0 | 0 | 0 | 22 |
| | 18.18% | 22.73% | 0.0% | 0.0% | 0.0% | 4.55% | 0.0% | 9.09% | 27.27% | 18.18% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HUMAN RESOURCES | 2 | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 5 | 2 | 0 | 1 | 0 | 0 | 17 |
| | 11.76% | 17.65% | 0.0% | 11.76% | 0.0% | 0.0% | 0.0% | 11.76% | 29.41% | 11.76% | 0.0% | 5.88% | 0.0% | 0.0% | |
| INSPECTOR GEN | 2 | 3 | 4 | 0 | 0 | 0 | 1 | 8 | 5 | 8 | 3 | 0 | 4 | 0 | 38 |
| | 5.26% | 7.89% | 10.53% | 0.0% | 0.0% | 0.0% | 2.63% | 21.05% | 13.16% | 21.05% | 7.89% | 0.0% | 10.53% | 0.0% | |

33-11 2017 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|----------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LAW | 30 | 5 | 4 | 2 | 1 | 0 | 1 | 20 | 18 | 5 | 5 | 0 | 1 | 0 | 92 |
| | 32.61% | 5.43% | 4.35% | 2.17% | 1.09% | 0.0% | 1.09% | 21.74% | 19.57% | 5.43% | 5.43% | 0.0% | 1.09% | 0.0% | |
| MAYOR'S OFFICE | 17 | 5 | 4 | 1 | 0 | 0 | 0 | 18 | 4 | 4 | 3 | 0 | 1 | 1 | 58 |
| | 29.31% | 8.62% | 6.90% | 1.72% | 0.0% | 0.0% | 0.0% | 31.03% | 6.90% | 6.90% | 5.17% | 0.0% | 1.72% | 1.72% | |
| OEMC | 16 | 47 | 11 | 1 | 0 | 3 | 1 | 10 | 197 | 18 | 0 | 6 | 2 | 2 | 314 |
| | 5.10% | 14.97% | 3.50% | 0.32% | 0.0% | 0.96% | 0.32% | 3.18% | 62.74% | 5.73% | 0.0% | 1.91% | 0.64% | 0.64% | |
| POLICE | 349 | 133 | 319 | 42 | 4 | 1 | 1 | 100 | 79 | 123 | 4 | 3 | 0 | 1 | 1,159 |
| | 30.11% | 11.48% | 27.52% | 3.62% | 0.35% | 0.09% | 0.09% | 8.63% | 6.82% | 10.61% | 0.35% | 0.26% | 0.0% | 0.09% | |
| PROCUREMENT | 5 | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 13 |
| | 38.46% | 23.08% | 0.0% | 15.38% | 0.0% | 0.0% | 0.0% | 15.38% | 7.69% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| PUBLIC LIBRARY | 6 | 16 | 11 | 1 | 0 | 1 | 1 | 27 | 64 | 17 | 3 | 2 | 3 | 0 | 152 |
| | 3.95% | 10.53% | 7.24% | 0.66% | 0.0% | 0.66% | 0.66% | 17.76% | 42.11% | 11.18% | 1.97% | 1.32% | 1.97% | 0.0% | |
| STREETS & SAN | 19 | 78 | 23 | 0 | 5 | 2 | 1 | 3 | 48 | 5 | 0 | 2 | 0 | 0 | 186 |
| | 10.22% | 41.94% | 12.37% | 0.0% | 2.69% | 1.08% | 0.54% | 1.61% | 25.81% | 2.69% | 0.0% | 1.08% | 0.0% | 0.0% | |
| TRANSPORTN | 18 | 8 | 10 | 3 | 0 | 1 | 0 | 5 | 4 | 1 | 3 | 0 | 0 | 0 | 53 |
| | 33.96% | 15.09% | 18.87% | 5.66% | 0.0% | 1.89% | 0.0% | 9.43% | 7.55% | 1.89% | 5.66% | 0.0% | 0.0% | 0.0% | |
| TREASURER | 2 | 5 | 2 | 0 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 1 | 17 |
| | 11.76% | 29.41% | 11.76% | 0.0% | 0.0% | 0.0% | 0.0% | 23.53% | 17.65% | 0.0% | 0.0% | 0.0% | 0.0% | 5.88% | |
| WATER MGMNT | 48 | 21 | 23 | 4 | 1 | 1 | 0 | 6 | 8 | 1 | 1 | 1 | 1 | 0 | 116 |
| | 41.38% | 18.10% | 19.83% | 3.45% | 0.86% | 0.86% | 0.0% | 5.17% | 6.90% | 0.86% | 0.86% | 0.86% | 0.86% | 0.0% | |
| | 697 | 429 | 475 | 88 | 14 | 13 | 9 | 305 | 599 | 246 | 37 | 22 | 18 | 7 | 2,959 |
| | 23.56% | 14.50% | 16.05% | 2.97% | 0.47% | 0.44% | 0.30% | 10.31% | 20.24% | 8.31% | 1.25% | 0.74% | 0.61% | 0.24% | |

33-11 2018 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|-------------------------|---------|--------|--------|--------|-------|-------|-------|---------|---------|--------|--------|-------|-------|-------|-------|
| ADMIN HEARNG | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| | 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% | 0.0% | |
| ANIMAL CONTRL | 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% | |
| AVIATION | 38 | 51 | 24 | 5 | 1 | 2 | 2 | 14 | 37 | 12 | 3 | 0 | 0 | 2 | 191 |
| | 19.90% | 26.70% | 12.57% | 2.62% | 0.52% | 1.05% | 1.05% | 7.33% | 19.37% | 6.28% | 1.57% | 0.0% | 0.0% | 1.05% | |
| BOARD OF ELECTION | 0 | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 4 | 4 | 0 | 0 | 0 | 0 | 15 |
| | 0.0% | 20.00% | 13.33% | 13.33% | 0.0% | 0.0% | 0.0% | 0.0% | 26.67% | 26.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUDGET & MGMT | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 6 |
| | 33.33% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 16.67% | 33.33% | 0.0% | 16.67% | 0.0% | 0.0% | 0.0% | |
| BUILDINGS | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 |
| | 33.33% | 0.0% | 0.0% | 33.33% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 33.33% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUSINESS AFFAIRS | 4 | 2 | 2 | 0 | 0 | 0 | 0 | 3 | 4 | 4 | 3 | 0 | 0 | 0 | 22 |
| | 18.18% | 9.09% | 9.09% | 0.0% | 0.0% | 0.0% | 0.0% | 13.64% | 18.18% | 18.18% | 13.64% | 0.0% | 0.0% | 0.0% | |
| CITY CLERK | 1 | 6 | 5 | 0 | 0 | 0 | 0 | 6 | 4 | 3 | 1 | 0 | 0 | 0 | 26 |
| | 3.85% | 23.08% | 19.23% | 0.0% | 0.0% | 0.0% | 0.0% | 23.08% | 15.38% | 11.54% | 3.85% | 0.0% | 0.0% | 0.0% | |
| CITY COUNCIL | 32 | 22 | 16 | 1 | 2 | 1 | 1 | 31 | 33 | 29 | 1 | 2 | 1 | 0 | 172 |
| | 18.60% | 12.79% | 9.30% | 0.58% | 1.16% | 0.58% | 0.58% | 18.02% | 19.19% | 16.86% | 0.58% | 1.16% | 0.58% | 0.0% | |
| COPA | 11 | 5 | 3 | 0 | 0 | 1 | 0 | 6 | 11 | 1 | 0 | 0 | 3 | 0 | 41 |
| | 26.83% | 12.20% | 7.32% | 0.0% | 0.0% | 2.44% | 0.0% | 14.63% | 26.83% | 2.44% | 0.0% | 0.0% | 7.32% | 0.0% | |
| CULTURAL AFFAIRS | 5 | 2 | 3 | 1 | 0 | 0 | 0 | 11 | 6 | 2 | 3 | 0 | 2 | 1 | 36 |
| | 13.89% | 5.56% | 8.33% | 2.78% | 0.0% | 0.0% | 0.0% | 30.56% | 16.67% | 5.56% | 8.33% | 0.0% | 5.56% | 2.78% | |
| DISABILITIES | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 3 |
| | 0.0% | 0.0% | 33.33% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 66.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| DoIT | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 5 |
| | 20.00% | 0.0% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 60.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FAMILY & SUPPORT | 2 | 16 | 1 | 0 | 1 | 1 | 0 | 6 | 73 | 5 | 4 | 3 | 1 | 1 | 114 |
| | 1.75% | 14.04% | 0.88% | 0.0% | 0.88% | 0.88% | 0.0% | 5.26% | 64.04% | 4.39% | 3.51% | 2.63% | 0.88% | 0.88% | |
| FINANCE | 3 | 2 | 3 | 2 | 0 | 1 | 0 | 6 | 12 | 9 | 5 | 0 | 0 | 0 | 43 |
| | 6.98% | 4.65% | 6.98% | 4.65% | 0.0% | 2.33% | 0.0% | 13.95% | 27.91% | 20.93% | 11.63% | 0.0% | 0.0% | 0.0% | |
| FIRE | 82 | 19 | 34 | 6 | 0 | 0 | 0 | 17 | 2 | 2 | 1 | 0 | 0 | 0 | 163 |
| | 50.31% | 11.66% | 20.86% | 3.68% | 0.0% | 0.0% | 0.0% | 10.43% | 1.23% | 1.23% | 0.61% | 0.0% | 0.0% | 0.0% | |
| FLEET AND FACILITY MGMT | 18 | 2 | 17 | 0 | 0 | 1 | 0 | 2 | 1 | 4 | 1 | 0 | 0 | 0 | 46 |
| | 39.13% | 4.35% | 36.96% | 0.0% | 0.0% | 2.17% | 0.0% | 4.35% | 2.17% | 8.70% | 2.17% | 0.0% | 0.0% | 0.0% | |
| HEALTH | 7 | 2 | 3 | 1 | 0 | 0 | 0 | 14 | 8 | 3 | 3 | 0 | 1 | 0 | 42 |
| | 16.67% | 4.76% | 7.14% | 2.38% | 0.0% | 0.0% | 0.0% | 33.33% | 19.05% | 7.14% | 7.14% | 0.0% | 2.38% | 0.0% | |
| HOUSING & ECON DEV | 8 | 2 | 2 | 0 | 0 | 0 | 0 | 3 | 4 | 1 | 0 | 0 | 0 | 0 | 20 |
| | 40.00% | 10.00% | 10.00% | 0.0% | 0.0% | 0.0% | 0.0% | 15.00% | 20.00% | 5.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HUMAN RELATIONS | 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% | |
| HUMAN RESOURCES | 1 | 4 | 2 | 0 | 0 | 0 | 0 | 4 | 3 | 2 | 0 | 1 | 0 | 0 | 17 |
| | 5.88% | 23.53% | 11.76% | 0.0% | 0.0% | 0.0% | 0.0% | 23.53% | 17.65% | 11.76% | 0.0% | 5.88% | 0.0% | 0.0% | |

33-11 2018 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|----------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| INSPECTOR GEN | 6 | 2 | 3 | 2 | 0 | 0 | 0 | 4 | 3 | 1 | 1 | 0 | 2 | 0 | 24 |
| | 25.00% | 8.33% | 12.50% | 8.33% | 0.0% | 0.0% | 0.0% | 16.67% | 12.50% | 4.17% | 4.17% | 0.0% | 8.33% | 0.0% | |
| LAW | 31 | 3 | 5 | 1 | 1 | 0 | 0 | 27 | 16 | 6 | 6 | 0 | 3 | 1 | 100 |
| | 31.00% | 3.00% | 5.00% | 1.00% | 1.00% | 0.0% | 0.0% | 27.00% | 16.00% | 6.00% | 6.00% | 0.0% | 3.00% | 1.00% | |
| MAYOR'S OFFICE | 17 | 1 | 3 | 3 | 0 | 0 | 0 | 15 | 5 | 1 | 4 | 0 | 1 | 1 | 51 |
| | 33.33% | 1.96% | 5.88% | 5.88% | 0.0% | 0.0% | 0.0% | 29.41% | 9.80% | 1.96% | 7.84% | 0.0% | 1.96% | 1.96% | |
| OEMC | 17 | 46 | 9 | 1 | 0 | 2 | 1 | 6 | 136 | 17 | 1 | 1 | 2 | 0 | 239 |
| | 7.11% | 19.25% | 3.77% | 0.42% | 0.0% | 0.84% | 0.42% | 2.51% | 56.90% | 7.11% | 0.42% | 0.42% | 0.84% | 0.0% | |
| POLICE | 394 | 169 | 328 | 50 | 11 | 8 | 2 | 107 | 99 | 158 | 13 | 0 | 5 | 0 | 1,344 |
| | 29.32% | 12.57% | 24.40% | 3.72% | 0.82% | 0.60% | 0.15% | 7.96% | 7.37% | 11.76% | 0.97% | 0.0% | 0.37% | 0.0% | |
| PROCUREMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 1 | 0 | 0 | 0 | 0 | 8 |
| | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 12.50% | 75.00% | 12.50% | 0.0% | 0.0% | 0.0% | 0.0% | |
| PUBLIC LIBRARY | 4 | 6 | 6 | 1 | 0 | 2 | 0 | 14 | 20 | 11 | 1 | 1 | 3 | 1 | 70 |
| | 5.71% | 8.57% | 8.57% | 1.43% | 0.0% | 2.86% | 0.0% | 20.00% | 28.57% | 15.71% | 1.43% | 1.43% | 4.29% | 1.43% | |
| STREETS & SAN | 16 | 77 | 35 | 1 | 2 | 0 | 4 | 1 | 28 | 5 | 0 | 1 | 0 | 0 | 170 |
| | 9.41% | 45.29% | 20.59% | 0.59% | 1.18% | 0.0% | 2.35% | 0.59% | 16.47% | 2.94% | 0.0% | 0.59% | 0.0% | 0.0% | |
| TRANSPORTN | 22 | 18 | 13 | 1 | 0 | 0 | 0 | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 60 |
| | 36.67% | 30.00% | 21.67% | 1.67% | 0.0% | 0.0% | 0.0% | 3.33% | 5.00% | 1.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| TREASURER | 2 | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 8 |
| | 25.00% | 37.50% | 0.0% | 12.50% | 0.0% | 0.0% | 0.0% | 12.50% | 0.0% | 12.50% | 0.0% | 0.0% | 0.0% | 0.0% | |
| WATER MGMNT | 19 | 12 | 9 | 1 | 0 | 1 | 0 | 1 | 9 | 2 | 1 | 0 | 0 | 0 | 55 |
| | 34.55% | 21.82% | 16.36% | 1.82% | 0.0% | 1.82% | 0.0% | 1.82% | 16.36% | 3.64% | 1.82% | 0.0% | 0.0% | 0.0% | |
| | 745 | 475 | 530 | 81 | 18 | 20 | 10 | 304 | 533 | 288 | 53 | 9 | 24 | 7 | 3,097 |
| | 24.06% | 15.34% | 17.11% | 2.62% | 0.58% | 0.65% | 0.32% | 9.82% | 17.21% | 9.30% | 1.71% | 0.29% | 0.77% | 0.23% | |

33-11 2019 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|-------------------------|--------|--------|--------|--------|-------|--------|-------|---------|--------|---------|---------|-------|-------|-------|-------|
| ADMIN HEARNG | 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% | |
| AVIATION | 14 | 13 | 11 | 2 | 0 | 0 | 0 | 7 | 13 | 7 | 2 | 0 | 0 | 0 | 69 |
| | 20.29% | 18.84% | 15.94% | 2.90% | 0.0% | 0.0% | 0.0% | 10.14% | 18.84% | 10.14% | 2.90% | 0.0% | 0.0% | 0.0% | |
| BOARD OF ELECTION | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 8 |
| | 0.0% | 25.00% | 12.50% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 62.50% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUDGET & MGMT | 5 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 10 |
| | 50.00% | 10.00% | 0.0% | 0.0% | 0.0% | 10.00% | 0.0% | 20.00% | 0.0% | 0.0% | 10.00% | 0.0% | 0.0% | 0.0% | |
| BUILDINGS | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUSINESS AFFAIRS | 9 | 2 | 9 | 2 | 0 | 1 | 0 | 2 | 2 | 1 | 1 | 0 | 1 | 0 | 30 |
| | 30.00% | 6.67% | 30.00% | 6.67% | 0.0% | 3.33% | 0.0% | 6.67% | 6.67% | 3.33% | 3.33% | 0.0% | 3.33% | 0.0% | |
| CITY CLERK | 2 | 3 | 2 | 1 | 0 | 1 | 0 | 5 | 6 | 6 | 1 | 0 | 1 | 0 | 28 |
| | 7.14% | 10.71% | 7.14% | 3.57% | 0.0% | 3.57% | 0.0% | 17.86% | 21.43% | 21.43% | 3.57% | 0.0% | 3.57% | 0.0% | |
| CITY COUNCIL | 29 | 28 | 23 | 2 | 0 | 4 | 9 | 31 | 33 | 23 | 4 | 1 | 4 | 3 | 194 |
| | 14.95% | 14.43% | 11.86% | 1.03% | 0.0% | 2.06% | 4.64% | 15.98% | 17.01% | 11.86% | 2.06% | 0.52% | 2.06% | 1.55% | |
| COPA | 6 | 2 | 1 | 2 | 0 | 1 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 19 |
| | 31.58% | 10.53% | 5.26% | 10.53% | 0.0% | 5.26% | 0.0% | 21.05% | 15.79% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| CULTURAL AFFAIRS | 7 | 4 | 4 | 1 | 0 | 0 | 0 | 7 | 2 | 3 | 2 | 0 | 0 | 0 | 30 |
| | 23.33% | 13.33% | 13.33% | 3.33% | 0.0% | 0.0% | 0.0% | 23.33% | 6.67% | 10.00% | 6.67% | 0.0% | 0.0% | 0.0% | |
| DISABILITIES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 3 |
| | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 5 |
| | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 60.00% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FAMILY & SUPPORT | 3 | 7 | 2 | 1 | 1 | 0 | 0 | 7 | 39 | 1 | 1 | 0 | 1 | 0 | 63 |
| | 4.76% | 11.11% | 3.17% | 1.59% | 1.59% | 0.0% | 0.0% | 11.11% | 61.90% | 1.59% | 1.59% | 0.0% | 1.59% | 0.0% | |
| FINANCE | 4 | 7 | 3 | 1 | 0 | 0 | 0 | 3 | 8 | 6 | 2 | 0 | 1 | 0 | 35 |
| | 11.43% | 20.00% | 8.57% | 2.86% | 0.0% | 0.0% | 0.0% | 8.57% | 22.86% | 17.14% | 5.71% | 0.0% | 2.86% | 0.0% | |
| FIRE | 146 | 28 | 68 | 5 | 0 | 3 | 0 | 28 | 7 | 5 | 0 | 0 | 1 | 0 | 291 |
| | 50.17% | 9.62% | 23.37% | 1.72% | 0.0% | 1.03% | 0.0% | 9.62% | 2.41% | 1.72% | 0.0% | 0.0% | 0.34% | 0.0% | |
| FLEET AND FACILITY MGMT | 10 | 13 | 12 | 3 | 1 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 42 |
| | 23.81% | 30.95% | 28.57% | 7.14% | 2.38% | 0.0% | 0.0% | 4.76% | 0.0% | 2.38% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HEALTH | 5 | 3 | 2 | 2 | 0 | 0 | 0 | 10 | 11 | 3 | 4 | 0 | 0 | 0 | 40 |
| | 12.50% | 7.50% | 5.00% | 5.00% | 0.0% | 0.0% | 0.0% | 25.00% | 27.50% | 7.50% | 10.00% | 0.0% | 0.0% | 0.0% | |
| HOUSING | 4 | 2 | 1 | 0 | 0 | 0 | 0 | 2 | 5 | 1 | 0 | 0 | 0 | 0 | 15 |
| | 26.67% | 13.33% | 6.67% | 0.0% | 0.0% | 0.0% | 0.0% | 13.33% | 33.33% | 6.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HOUSING & ECON DEV | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 4 | 1 | 1 | 1 | 0 | 0 | 0 | 13 |
| | 15.38% | 7.69% | 23.08% | 0.0% | 0.0% | 0.0% | 0.0% | 30.77% | 7.69% | 7.69% | 7.69% | 0.0% | 0.0% | 0.0% | |
| HUMAN RELATIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | 0.0% | 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% | |
| HUMAN RESOURCES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |

33-11 2019 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|----------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| INSPECTOR GEN | 9 | 0 | 3 | 2 | 0 | 1 | 0 | 4 | 2 | 3 | 3 | 0 | 0 | 0 | 27 |
| | 33.33% | 0.0% | 11.11% | 7.41% | 0.0% | 3.70% | 0.0% | 14.81% | 7.41% | 11.11% | 11.11% | 0.0% | 0.0% | 0.0% | |
| LAW | 26 | 10 | 5 | 2 | 0 | 1 | 0 | 12 | 12 | 2 | 3 | 0 | 1 | 0 | 74 |
| | 35.14% | 13.51% | 6.76% | 2.70% | 0.0% | 1.35% | 0.0% | 16.22% | 16.22% | 2.70% | 4.05% | 0.0% | 1.35% | 0.0% | |
| MAYOR'S OFFICE | 24 | 3 | 4 | 6 | 0 | 1 | 0 | 30 | 17 | 4 | 10 | 0 | 2 | 1 | 102 |
| | 23.53% | 2.94% | 3.92% | 5.88% | 0.0% | 0.98% | 0.0% | 29.41% | 16.67% | 3.92% | 9.80% | 0.0% | 1.96% | 0.98% | |
| OEMC | 3 | 40 | 9 | 2 | 0 | 0 | 0 | 10 | 129 | 5 | 0 | 4 | 1 | 0 | 203 |
| | 1.48% | 19.70% | 4.43% | 0.99% | 0.0% | 0.0% | 0.0% | 4.93% | 63.55% | 2.46% | 0.0% | 1.97% | 0.49% | 0.0% | |
| POLICE | 90 | 45 | 127 | 17 | 0 | 5 | 1 | 33 | 42 | 53 | 5 | 1 | 2 | 1 | 422 |
| | 21.33% | 10.66% | 30.09% | 4.03% | 0.0% | 1.18% | 0.24% | 7.82% | 9.95% | 12.56% | 1.18% | 0.24% | 0.47% | 0.24% | |
| PROCUREMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 4 |
| | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 25.00% | 0.0% | 25.00% | 0.0% | 0.0% | 0.0% | |
| PUBLIC LIBRARY | 19 | 16 | 16 | 2 | 0 | 0 | 0 | 38 | 58 | 20 | 6 | 1 | 5 | 0 | 181 |
| | 10.50% | 8.84% | 8.84% | 1.10% | 0.0% | 0.0% | 0.0% | 20.99% | 32.04% | 11.05% | 3.31% | 0.55% | 2.76% | 0.0% | |
| STREETS & SAN | 4 | 34 | 13 | 1 | 0 | 4 | 0 | 0 | 24 | 4 | 0 | 0 | 1 | 0 | 85 |
| | 4.71% | 40.00% | 15.29% | 1.18% | 0.0% | 4.71% | 0.0% | 0.0% | 28.24% | 4.71% | 0.0% | 0.0% | 1.18% | 0.0% | |
| TRANSPORTN | 6 | 10 | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25 |
| | 24.00% | 40.00% | 32.00% | 4.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| TREASURER | 2 | 5 | 0 | 0 | 0 | 0 | 1 | 2 | 7 | 0 | 0 | 0 | 1 | 1 | 19 |
| | 10.53% | 26.32% | 0.0% | 0.0% | 0.0% | 0.0% | 5.26% | 10.53% | 36.84% | 0.0% | 0.0% | 0.0% | 5.26% | 5.26% | |
| WATER MGMNT | 43 | 21 | 12 | 1 | 0 | 1 | 0 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 87 |
| | 49.43% | 24.14% | 13.79% | 1.15% | 0.0% | 1.15% | 0.0% | 3.45% | 6.90% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| | 473 | 300 | 339 | 57 | 2 | 24 | 11 | 250 | 438 | 153 | 48 | 7 | 22 | 6 | 2,130 |
| | 22.21% | 14.08% | 15.92% | 2.68% | 0.09% | 1.13% | 0.52% | 11.74% | 20.56% | 7.18% | 2.25% | 0.33% | 1.03% | 0.28% | |

33-11 2016 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|-------------------------|---------|--------|--------|--------|-------|-------|-------|--------|--------|--------|--------|-------|-------|--------|-------|
| ANIMAL CONTRL | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 7 | 2 | 3 | 0 | 0 | 1 | 0 | 15 |
| | 6.67% | 6.67% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 46.67% | 13.33% | 20.00% | 0.0% | 0.0% | 6.67% | 0.0% | |
| AVIATION | 39 | 54 | 40 | 3 | 2 | 3 | 0 | 6 | 25 | 5 | 1 | 0 | 1 | 0 | 179 |
| | 21.79% | 30.17% | 22.35% | 1.68% | 1.12% | 1.68% | 0.0% | 3.35% | 13.97% | 2.79% | 0.56% | 0.0% | 0.56% | 0.0% | |
| BOARD OF ELECTION | 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% | |
| BUDGET & MGMT | 4 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 1 | 0 | 0 | 0 | 0 | 8 |
| | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 12.50% | 25.00% | 12.50% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUILDINGS | 6 | 3 | 1 | 2 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 14 |
| | 42.86% | 21.43% | 7.14% | 14.29% | 0.0% | 0.0% | 0.0% | 0.0% | 14.29% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUSINESS AFFAIRS | 7 | 2 | 2 | 3 | 0 | 0 | 0 | 5 | 4 | 1 | 0 | 0 | 0 | 0 | 24 |
| | 29.17% | 8.33% | 8.33% | 12.50% | 0.0% | 0.0% | 0.0% | 20.83% | 16.67% | 4.17% | 0.0% | 0.0% | 0.0% | 0.0% | |
| CITY CLERK | 4 | 3 | 1 | 2 | 0 | 1 | 0 | 6 | 12 | 9 | 0 | 0 | 1 | 0 | 39 |
| | 10.26% | 7.69% | 2.56% | 5.13% | 0.0% | 2.56% | 0.0% | 15.38% | 30.77% | 23.08% | 0.0% | 0.0% | 2.56% | 0.0% | |
| CITY COUNCIL | 23 | 19 | 20 | 1 | 1 | 2 | 0 | 27 | 40 | 25 | 0 | 1 | 2 | 3 | 164 |
| | 14.02% | 11.59% | 12.20% | 0.61% | 0.61% | 1.22% | 0.0% | 16.46% | 24.39% | 15.24% | 0.0% | 0.61% | 1.22% | 1.83% | |
| CULTURAL AFFAIRS | 7 | 1 | 0 | 1 | 0 | 1 | 1 | 10 | 7 | 4 | 3 | 0 | 2 | 0 | 37 |
| | 18.92% | 2.70% | 0.0% | 2.70% | 0.0% | 2.70% | 2.70% | 27.03% | 18.92% | 10.81% | 8.11% | 0.0% | 5.41% | 0.0% | |
| DISABILITIES | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 0 | 5 |
| | 0.0% | 0.0% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 20.00% | 20.00% | 20.00% | 20.00% | 0.0% | 0.0% | 0.0% | |
| DoIT | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 1 | 9 |
| | 22.22% | 33.33% | 11.11% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 11.11% | 0.0% | 11.11% | 0.0% | 0.0% | 11.11% | |
| FAMILY & SUPPORT | 2 | 3 | 0 | 2 | 0 | 0 | 1 | 3 | 42 | 1 | 3 | 4 | 1 | 0 | 62 |
| | 3.23% | 4.84% | 0.0% | 3.23% | 0.0% | 0.0% | 1.61% | 4.84% | 67.74% | 1.61% | 4.84% | 6.45% | 1.61% | 0.0% | |
| FINANCE | 2 | 4 | 6 | 1 | 0 | 1 | 2 | 3 | 14 | 7 | 3 | 0 | 1 | 1 | 45 |
| | 4.44% | 8.89% | 13.33% | 2.22% | 0.0% | 2.22% | 4.44% | 6.67% | 31.11% | 15.56% | 6.67% | 0.0% | 2.22% | 2.22% | |
| FIRE | 133 | 27 | 64 | 2 | 0 | 2 | 1 | 7 | 4 | 4 | 1 | 0 | 0 | 0 | 245 |
| | 54.29% | 11.02% | 26.12% | 0.82% | 0.0% | 0.82% | 0.41% | 2.86% | 1.63% | 1.63% | 0.41% | 0.0% | 0.0% | 0.0% | |
| FLEET AND FACILITY MGMT | 28 | 15 | 16 | 4 | 0 | 0 | 0 | 3 | 2 | 0 | 0 | 0 | 0 | 0 | 68 |
| | 41.18% | 22.06% | 23.53% | 5.88% | 0.0% | 0.0% | 0.0% | 4.41% | 2.94% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HEALTH | 6 | 4 | 1 | 0 | 0 | 0 | 0 | 9 | 9 | 1 | 2 | 0 | 0 | 1 | 33 |
| | 18.18% | 12.12% | 3.03% | 0.0% | 0.0% | 0.0% | 0.0% | 27.27% | 27.27% | 3.03% | 6.06% | 0.0% | 0.0% | 3.03% | |
| HOUSING & ECON DEV | 10 | 4 | 2 | 1 | 0 | 1 | 0 | 2 | 2 | 2 | 1 | 0 | 0 | 0 | 25 |
| | 40.00% | 16.00% | 8.00% | 4.00% | 0.0% | 4.00% | 0.0% | 8.00% | 8.00% | 8.00% | 4.00% | 0.0% | 0.0% | 0.0% | |
| HUMAN RELATIONS | 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% | |
| HUMAN RESOURCES | 4 | 1 | 2 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 0 | 11 |
| | 36.36% | 9.09% | 18.18% | 0.0% | 0.0% | 0.0% | 0.0% | 27.27% | 9.09% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| INSPECTOR GEN | 3 | 1 | 1 | 0 | 0 | 0 | 1 | 3 | 5 | 1 | 0 | 0 | 0 | 0 | 15 |
| | 20.00% | 6.67% | 6.67% | 0.0% | 0.0% | 0.0% | 6.67% | 20.00% | 33.33% | 6.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| IPRA | 1 | 1 | 0 | 1 | 0 | 0 | 0 | 4 | 2 | 1 | 0 | 0 | 0 | 0 | 10 |

33-11 2016 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|----------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| | 10.00% | 10.00% | 0.0% | 10.00% | 0.0% | 0.0% | 0.0% | 40.00% | 20.00% | 10.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| LAW | 28 | 2 | 0 | 1 | 1 | 1 | 1 | 25 | 19 | 7 | 6 | 0 | 0 | 0 | 91 |
| | 30.77% | 2.20% | 0.0% | 1.10% | 1.10% | 1.10% | 1.10% | 27.47% | 20.88% | 7.69% | 6.59% | 0.0% | 0.0% | 0.0% | |
| MAYOR'S OFFICE | 16 | 5 | 5 | 3 | 0 | 0 | 0 | 10 | 7 | 4 | 2 | 1 | 1 | 2 | 56 |
| | 28.57% | 8.93% | 8.93% | 5.36% | 0.0% | 0.0% | 0.0% | 17.86% | 12.50% | 7.14% | 3.57% | 1.79% | 1.79% | 3.57% | |
| OEMC | 6 | 23 | 6 | 4 | 0 | 1 | 0 | 17 | 111 | 8 | 0 | 7 | 0 | 0 | 183 |
| | 3.28% | 12.57% | 3.28% | 2.19% | 0.0% | 0.55% | 0.0% | 9.29% | 60.66% | 4.37% | 0.0% | 3.83% | 0.0% | 0.0% | |
| POLICE | 251 | 106 | 154 | 17 | 1 | 1 | 3 | 88 | 177 | 102 | 5 | 2 | 1 | 6 | 914 |
| | 27.46% | 11.60% | 16.85% | 1.86% | 0.11% | 0.11% | 0.33% | 9.63% | 19.37% | 11.16% | 0.55% | 0.22% | 0.11% | 0.66% | |
| PROCUREMENT | 3 | 3 | 2 | 1 | 0 | 0 | 0 | 2 | 2 | 1 | 0 | 0 | 0 | 0 | 14 |
| | 21.43% | 21.43% | 14.29% | 7.14% | 0.0% | 0.0% | 0.0% | 14.29% | 14.29% | 7.14% | 0.0% | 0.0% | 0.0% | 0.0% | |
| PUBLIC LIBRARY | 2 | 5 | 0 | 0 | 0 | 1 | 0 | 16 | 18 | 7 | 0 | 0 | 0 | 1 | 50 |
| | 4.00% | 10.00% | 0.0% | 0.0% | 0.0% | 2.00% | 0.0% | 32.00% | 36.00% | 14.00% | 0.0% | 0.0% | 0.0% | 2.00% | |
| STREETS & SAN | 15 | 72 | 39 | 2 | 1 | 2 | 0 | 2 | 40 | 2 | 0 | 1 | 1 | 0 | 177 |
| | 8.47% | 40.68% | 22.03% | 1.13% | 0.56% | 1.13% | 0.0% | 1.13% | 22.60% | 1.13% | 0.0% | 0.56% | 0.56% | 0.0% | |
| TRANSPORTN | 22 | 26 | 22 | 1 | 0 | 0 | 2 | 0 | 6 | 0 | 3 | 0 | 1 | 0 | 83 |
| | 26.51% | 31.33% | 26.51% | 1.20% | 0.0% | 0.0% | 2.41% | 0.0% | 7.23% | 0.0% | 3.61% | 0.0% | 1.20% | 0.0% | |
| TREASURER | 1 | 1 | 2 | 0 | 0 | 0 | 0 | 4 | 0 | 0 | 1 | 0 | 0 | 0 | 9 |
| | 11.11% | 11.11% | 22.22% | 0.0% | 0.0% | 0.0% | 0.0% | 44.44% | 0.0% | 0.0% | 11.11% | 0.0% | 0.0% | 0.0% | |
| WATER MGMNT | 36 | 21 | 12 | 3 | 0 | 0 | 0 | 3 | 1 | 0 | 1 | 0 | 0 | 0 | 77 |
| | 46.75% | 27.27% | 15.58% | 3.90% | 0.0% | 0.0% | 0.0% | 3.90% | 1.30% | 0.0% | 1.30% | 0.0% | 0.0% | 0.0% | |
| | 663 | 410 | 400 | 55 | 6 | 17 | 12 | 267 | 560 | 198 | 34 | 16 | 13 | 15 | 2,666 |
| | 24.87% | 15.38% | 15.00% | 2.06% | 0.23% | 0.64% | 0.45% | 10.02% | 21.01% | 7.43% | 1.28% | 0.60% | 0.49% | 0.56% | |

33-11 2017 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|-------------------------|--------|--------|--------|--------|-------|-------|-------|--------|---------|--------|--------|-------|--------|--------|-------|
| ADMIN HEARNG | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 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% | 0.0% | |
| ANIMAL CONTRL | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 4 | 2 | 3 | 0 | 0 | 0 | 0 | 11 |
| | 0.0% | 9.09% | 9.09% | 0.0% | 0.0% | 0.0% | 0.0% | 36.36% | 18.18% | 27.27% | 0.0% | 0.0% | 0.0% | 0.0% | |
| AVIATION | 24 | 16 | 8 | 2 | 0 | 1 | 0 | 6 | 12 | 4 | 2 | 0 | 0 | 0 | 75 |
| | 32.00% | 21.33% | 10.67% | 2.67% | 0.0% | 1.33% | 0.0% | 8.00% | 16.00% | 5.33% | 2.67% | 0.0% | 0.0% | 0.0% | |
| BOARD OF ELECTION | 1 | 2 | 1 | 2 | 0 | 0 | 0 | 2 | 5 | 1 | 0 | 0 | 0 | 0 | 14 |
| | 7.14% | 14.29% | 7.14% | 14.29% | 0.0% | 0.0% | 0.0% | 14.29% | 35.71% | 7.14% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUDGET & MGMT | 7 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 9 |
| | 77.78% | 0.0% | 11.11% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 11.11% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUILDINGS | 8 | 5 | 1 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 0 | 17 |
| | 47.06% | 29.41% | 5.88% | 5.88% | 0.0% | 0.0% | 0.0% | 5.88% | 0.0% | 0.0% | 0.0% | 5.88% | 0.0% | 0.0% | |
| BUSINESS AFFAIRS | 2 | 3 | 1 | 1 | 0 | 0 | 0 | 3 | 2 | 4 | 1 | 0 | 0 | 0 | 17 |
| | 11.76% | 17.65% | 5.88% | 5.88% | 0.0% | 0.0% | 0.0% | 17.65% | 11.76% | 23.53% | 5.88% | 0.0% | 0.0% | 0.0% | |
| CITY CLERK | 4 | 1 | 9 | 4 | 1 | 0 | 0 | 7 | 13 | 6 | 1 | 0 | 0 | 0 | 46 |
| | 8.70% | 2.17% | 19.57% | 8.70% | 2.17% | 0.0% | 0.0% | 15.22% | 28.26% | 13.04% | 2.17% | 0.0% | 0.0% | 0.0% | |
| CITY COUNCIL | 17 | 27 | 12 | 3 | 1 | 1 | 2 | 24 | 38 | 17 | 1 | 1 | 3 | 1 | 148 |
| | 11.49% | 18.24% | 8.11% | 2.03% | 0.68% | 0.68% | 1.35% | 16.22% | 25.68% | 11.49% | 0.68% | 0.68% | 2.03% | 0.68% | |
| COPA | 20 | 9 | 2 | 2 | 0 | 0 | 0 | 19 | 13 | 4 | 0 | 0 | 0 | 0 | 69 |
| | 28.99% | 13.04% | 2.90% | 2.90% | 0.0% | 0.0% | 0.0% | 27.54% | 18.84% | 5.80% | 0.0% | 0.0% | 0.0% | 0.0% | |
| CULTURAL AFFAIRS | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 11 | 5 | 3 | 2 | 0 | 1 | 0 | 24 |
| | 4.17% | 0.0% | 0.0% | 0.0% | 0.0% | 4.17% | 0.0% | 45.83% | 20.83% | 12.50% | 8.33% | 0.0% | 4.17% | 0.0% | |
| DISABILITIES | 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% | |
| DoIT | 2 | 2 | 0 | 1 | 0 | 0 | 0 | 1 | 1 | 1 | 1 | 0 | 0 | 1 | 10 |
| | 20.00% | 20.00% | 0.0% | 10.00% | 0.0% | 0.0% | 0.0% | 10.00% | 10.00% | 10.00% | 10.00% | 0.0% | 0.0% | 10.00% | |
| FAMILY & SUPPORT | 2 | 5 | 1 | 3 | 0 | 0 | 0 | 8 | 42 | 4 | 2 | 4 | 0 | 0 | 71 |
| | 2.82% | 7.04% | 1.41% | 4.23% | 0.0% | 0.0% | 0.0% | 11.27% | 59.15% | 5.63% | 2.82% | 5.63% | 0.0% | 0.0% | |
| FINANCE | 3 | 4 | 3 | 2 | 0 | 0 | 1 | 1 | 11 | 4 | 3 | 1 | 1 | 0 | 34 |
| | 8.82% | 11.76% | 8.82% | 5.88% | 0.0% | 0.0% | 2.94% | 2.94% | 32.35% | 11.76% | 8.82% | 2.94% | 2.94% | 0.0% | |
| FIRE | 65 | 8 | 11 | 5 | 0 | 0 | 0 | 6 | 2 | 3 | 0 | 0 | 0 | 0 | 100 |
| | 65.00% | 8.00% | 11.00% | 5.00% | 0.0% | 0.0% | 0.0% | 6.00% | 2.00% | 3.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FLEET AND FACILITY MGMT | 20 | 9 | 13 | 3 | 1 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 49 |
| | 40.82% | 18.37% | 26.53% | 6.12% | 2.04% | 0.0% | 0.0% | 0.0% | 6.12% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HEALTH | 2 | 5 | 0 | 1 | 0 | 0 | 0 | 3 | 5 | 3 | 2 | 0 | 1 | 0 | 22 |
| | 9.09% | 22.73% | 0.0% | 4.55% | 0.0% | 0.0% | 0.0% | 13.64% | 22.73% | 13.64% | 9.09% | 0.0% | 4.55% | 0.0% | |
| HOUSING & ECON DEV | 4 | 5 | 0 | 0 | 0 | 1 | 0 | 2 | 6 | 4 | 0 | 0 | 0 | 0 | 22 |
| | 18.18% | 22.73% | 0.0% | 0.0% | 0.0% | 4.55% | 0.0% | 9.09% | 27.27% | 18.18% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HUMAN RESOURCES | 2 | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 5 | 2 | 0 | 1 | 0 | 0 | 17 |
| | 11.76% | 17.65% | 0.0% | 11.76% | 0.0% | 0.0% | 0.0% | 11.76% | 29.41% | 11.76% | 0.0% | 5.88% | 0.0% | 0.0% | |
| INSPECTOR GEN | 2 | 3 | 4 | 0 | 0 | 0 | 1 | 8 | 5 | 8 | 3 | 0 | 4 | 0 | 38 |
| | 5.26% | 7.89% | 10.53% | 0.0% | 0.0% | 0.0% | 2.63% | 21.05% | 13.16% | 21.05% | 7.89% | 0.0% | 10.53% | 0.0% | |

33-11 2017 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|----------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| LAW | 30 | 5 | 4 | 2 | 1 | 0 | 1 | 20 | 18 | 5 | 5 | 0 | 1 | 0 | 92 |
| | 32.61% | 5.43% | 4.35% | 2.17% | 1.09% | 0.0% | 1.09% | 21.74% | 19.57% | 5.43% | 5.43% | 0.0% | 1.09% | 0.0% | |
| MAYOR'S OFFICE | 17 | 5 | 4 | 1 | 0 | 0 | 0 | 18 | 4 | 4 | 3 | 0 | 1 | 1 | 58 |
| | 29.31% | 8.62% | 6.90% | 1.72% | 0.0% | 0.0% | 0.0% | 31.03% | 6.90% | 6.90% | 5.17% | 0.0% | 1.72% | 1.72% | |
| OEMC | 16 | 47 | 11 | 1 | 0 | 3 | 1 | 10 | 197 | 18 | 0 | 6 | 2 | 2 | 314 |
| | 5.10% | 14.97% | 3.50% | 0.32% | 0.0% | 0.96% | 0.32% | 3.18% | 62.74% | 5.73% | 0.0% | 1.91% | 0.64% | 0.64% | |
| POLICE | 349 | 133 | 319 | 42 | 4 | 1 | 1 | 100 | 79 | 123 | 4 | 3 | 0 | 1 | 1,159 |
| | 30.11% | 11.48% | 27.52% | 3.62% | 0.35% | 0.09% | 0.09% | 8.63% | 6.82% | 10.61% | 0.35% | 0.26% | 0.0% | 0.09% | |
| PROCUREMENT | 5 | 3 | 0 | 2 | 0 | 0 | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 13 |
| | 38.46% | 23.08% | 0.0% | 15.38% | 0.0% | 0.0% | 0.0% | 15.38% | 7.69% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| PUBLIC LIBRARY | 6 | 16 | 11 | 1 | 0 | 1 | 1 | 27 | 64 | 17 | 3 | 2 | 3 | 0 | 152 |
| | 3.95% | 10.53% | 7.24% | 0.66% | 0.0% | 0.66% | 0.66% | 17.76% | 42.11% | 11.18% | 1.97% | 1.32% | 1.97% | 0.0% | |
| STREETS & SAN | 19 | 78 | 23 | 0 | 5 | 2 | 1 | 3 | 48 | 5 | 0 | 2 | 0 | 0 | 186 |
| | 10.22% | 41.94% | 12.37% | 0.0% | 2.69% | 1.08% | 0.54% | 1.61% | 25.81% | 2.69% | 0.0% | 1.08% | 0.0% | 0.0% | |
| TRANSPORTN | 18 | 8 | 10 | 3 | 0 | 1 | 0 | 5 | 4 | 1 | 3 | 0 | 0 | 0 | 53 |
| | 33.96% | 15.09% | 18.87% | 5.66% | 0.0% | 1.89% | 0.0% | 9.43% | 7.55% | 1.89% | 5.66% | 0.0% | 0.0% | 0.0% | |
| TREASURER | 2 | 5 | 2 | 0 | 0 | 0 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 1 | 17 |
| | 11.76% | 29.41% | 11.76% | 0.0% | 0.0% | 0.0% | 0.0% | 23.53% | 17.65% | 0.0% | 0.0% | 0.0% | 0.0% | 5.88% | |
| WATER MGMNT | 48 | 21 | 23 | 4 | 1 | 1 | 0 | 6 | 8 | 1 | 1 | 1 | 1 | 0 | 116 |
| | 41.38% | 18.10% | 19.83% | 3.45% | 0.86% | 0.86% | 0.0% | 5.17% | 6.90% | 0.86% | 0.86% | 0.86% | 0.86% | 0.0% | |
| | 697 | 429 | 475 | 88 | 14 | 13 | 9 | 305 | 599 | 246 | 37 | 22 | 18 | 7 | 2,959 |
| | 23.56% | 14.50% | 16.05% | 2.97% | 0.47% | 0.44% | 0.30% | 10.31% | 20.24% | 8.31% | 1.25% | 0.74% | 0.61% | 0.24% | |

33-11 2018 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|-------------------------|---------|--------|--------|--------|-------|-------|-------|---------|---------|--------|--------|-------|-------|-------|-------|
| ADMIN HEARNG | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 |
| | 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% | 0.0% | |
| ANIMAL CONTRL | 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% | |
| AVIATION | 38 | 51 | 24 | 5 | 1 | 2 | 2 | 14 | 37 | 12 | 3 | 0 | 0 | 2 | 191 |
| | 19.90% | 26.70% | 12.57% | 2.62% | 0.52% | 1.05% | 1.05% | 7.33% | 19.37% | 6.28% | 1.57% | 0.0% | 0.0% | 1.05% | |
| BOARD OF ELECTION | 0 | 3 | 2 | 2 | 0 | 0 | 0 | 0 | 4 | 4 | 0 | 0 | 0 | 0 | 15 |
| | 0.0% | 20.00% | 13.33% | 13.33% | 0.0% | 0.0% | 0.0% | 0.0% | 26.67% | 26.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUDGET & MGMT | 2 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 2 | 0 | 1 | 0 | 0 | 0 | 6 |
| | 33.33% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 16.67% | 33.33% | 0.0% | 16.67% | 0.0% | 0.0% | 0.0% | |
| BUILDINGS | 1 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 3 |
| | 33.33% | 0.0% | 0.0% | 33.33% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 33.33% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUSINESS AFFAIRS | 4 | 2 | 2 | 0 | 0 | 0 | 0 | 3 | 4 | 4 | 3 | 0 | 0 | 0 | 22 |
| | 18.18% | 9.09% | 9.09% | 0.0% | 0.0% | 0.0% | 0.0% | 13.64% | 18.18% | 18.18% | 13.64% | 0.0% | 0.0% | 0.0% | |
| CITY CLERK | 1 | 6 | 5 | 0 | 0 | 0 | 0 | 6 | 4 | 3 | 1 | 0 | 0 | 0 | 26 |
| | 3.85% | 23.08% | 19.23% | 0.0% | 0.0% | 0.0% | 0.0% | 23.08% | 15.38% | 11.54% | 3.85% | 0.0% | 0.0% | 0.0% | |
| CITY COUNCIL | 32 | 22 | 16 | 1 | 2 | 1 | 1 | 31 | 33 | 29 | 1 | 2 | 1 | 0 | 172 |
| | 18.60% | 12.79% | 9.30% | 0.58% | 1.16% | 0.58% | 0.58% | 18.02% | 19.19% | 16.86% | 0.58% | 1.16% | 0.58% | 0.0% | |
| COPA | 11 | 5 | 3 | 0 | 0 | 1 | 0 | 6 | 11 | 1 | 0 | 0 | 3 | 0 | 41 |
| | 26.83% | 12.20% | 7.32% | 0.0% | 0.0% | 2.44% | 0.0% | 14.63% | 26.83% | 2.44% | 0.0% | 0.0% | 7.32% | 0.0% | |
| CULTURAL AFFAIRS | 5 | 2 | 3 | 1 | 0 | 0 | 0 | 11 | 6 | 2 | 3 | 0 | 2 | 1 | 36 |
| | 13.89% | 5.56% | 8.33% | 2.78% | 0.0% | 0.0% | 0.0% | 30.56% | 16.67% | 5.56% | 8.33% | 0.0% | 5.56% | 2.78% | |
| DISABILITIES | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 0 | 0 | 0 | 0 | 3 |
| | 0.0% | 0.0% | 33.33% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 66.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| DoIT | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 0 | 5 |
| | 20.00% | 0.0% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 60.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FAMILY & SUPPORT | 2 | 16 | 1 | 0 | 1 | 1 | 0 | 6 | 73 | 5 | 4 | 3 | 1 | 1 | 114 |
| | 1.75% | 14.04% | 0.88% | 0.0% | 0.88% | 0.88% | 0.0% | 5.26% | 64.04% | 4.39% | 3.51% | 2.63% | 0.88% | 0.88% | |
| FINANCE | 3 | 2 | 3 | 2 | 0 | 1 | 0 | 6 | 12 | 9 | 5 | 0 | 0 | 0 | 43 |
| | 6.98% | 4.65% | 6.98% | 4.65% | 0.0% | 2.33% | 0.0% | 13.95% | 27.91% | 20.93% | 11.63% | 0.0% | 0.0% | 0.0% | |
| FIRE | 82 | 19 | 34 | 6 | 0 | 0 | 0 | 17 | 2 | 2 | 1 | 0 | 0 | 0 | 163 |
| | 50.31% | 11.66% | 20.86% | 3.68% | 0.0% | 0.0% | 0.0% | 10.43% | 1.23% | 1.23% | 0.61% | 0.0% | 0.0% | 0.0% | |
| FLEET AND FACILITY MGMT | 18 | 2 | 17 | 0 | 0 | 1 | 0 | 2 | 1 | 4 | 1 | 0 | 0 | 0 | 46 |
| | 39.13% | 4.35% | 36.96% | 0.0% | 0.0% | 2.17% | 0.0% | 4.35% | 2.17% | 8.70% | 2.17% | 0.0% | 0.0% | 0.0% | |
| HEALTH | 7 | 2 | 3 | 1 | 0 | 0 | 0 | 14 | 8 | 3 | 3 | 0 | 1 | 0 | 42 |
| | 16.67% | 4.76% | 7.14% | 2.38% | 0.0% | 0.0% | 0.0% | 33.33% | 19.05% | 7.14% | 7.14% | 0.0% | 2.38% | 0.0% | |
| HOUSING & ECON DEV | 8 | 2 | 2 | 0 | 0 | 0 | 0 | 3 | 4 | 1 | 0 | 0 | 0 | 0 | 20 |
| | 40.00% | 10.00% | 10.00% | 0.0% | 0.0% | 0.0% | 0.0% | 15.00% | 20.00% | 5.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HUMAN RELATIONS | 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% | |
| HUMAN RESOURCES | 1 | 4 | 2 | 0 | 0 | 0 | 0 | 4 | 3 | 2 | 0 | 1 | 0 | 0 | 17 |
| | 5.88% | 23.53% | 11.76% | 0.0% | 0.0% | 0.0% | 0.0% | 23.53% | 17.65% | 11.76% | 0.0% | 5.88% | 0.0% | 0.0% | |

33-11 2018 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|----------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| INSPECTOR GEN | 6 | 2 | 3 | 2 | 0 | 0 | 0 | 4 | 3 | 1 | 1 | 0 | 2 | 0 | 24 |
| | 25.00% | 8.33% | 12.50% | 8.33% | 0.0% | 0.0% | 0.0% | 16.67% | 12.50% | 4.17% | 4.17% | 0.0% | 8.33% | 0.0% | |
| LAW | 31 | 3 | 5 | 1 | 1 | 0 | 0 | 27 | 16 | 6 | 6 | 0 | 3 | 1 | 100 |
| | 31.00% | 3.00% | 5.00% | 1.00% | 1.00% | 0.0% | 0.0% | 27.00% | 16.00% | 6.00% | 6.00% | 0.0% | 3.00% | 1.00% | |
| MAYOR'S OFFICE | 17 | 1 | 3 | 3 | 0 | 0 | 0 | 15 | 5 | 1 | 4 | 0 | 1 | 1 | 51 |
| | 33.33% | 1.96% | 5.88% | 5.88% | 0.0% | 0.0% | 0.0% | 29.41% | 9.80% | 1.96% | 7.84% | 0.0% | 1.96% | 1.96% | |
| OEMC | 17 | 46 | 9 | 1 | 0 | 2 | 1 | 6 | 136 | 17 | 1 | 1 | 2 | 0 | 239 |
| | 7.11% | 19.25% | 3.77% | 0.42% | 0.0% | 0.84% | 0.42% | 2.51% | 56.90% | 7.11% | 0.42% | 0.42% | 0.84% | 0.0% | |
| POLICE | 394 | 169 | 328 | 50 | 11 | 8 | 2 | 107 | 99 | 158 | 13 | 0 | 5 | 0 | 1,344 |
| | 29.32% | 12.57% | 24.40% | 3.72% | 0.82% | 0.60% | 0.15% | 7.96% | 7.37% | 11.76% | 0.97% | 0.0% | 0.37% | 0.0% | |
| PROCUREMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 6 | 1 | 0 | 0 | 0 | 0 | 8 |
| | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 12.50% | 75.00% | 12.50% | 0.0% | 0.0% | 0.0% | 0.0% | |
| PUBLIC LIBRARY | 4 | 6 | 6 | 1 | 0 | 2 | 0 | 14 | 20 | 11 | 1 | 1 | 3 | 1 | 70 |
| | 5.71% | 8.57% | 8.57% | 1.43% | 0.0% | 2.86% | 0.0% | 20.00% | 28.57% | 15.71% | 1.43% | 1.43% | 4.29% | 1.43% | |
| STREETS & SAN | 16 | 77 | 35 | 1 | 2 | 0 | 4 | 1 | 28 | 5 | 0 | 1 | 0 | 0 | 170 |
| | 9.41% | 45.29% | 20.59% | 0.59% | 1.18% | 0.0% | 2.35% | 0.59% | 16.47% | 2.94% | 0.0% | 0.59% | 0.0% | 0.0% | |
| TRANSPORTN | 22 | 18 | 13 | 1 | 0 | 0 | 0 | 2 | 3 | 1 | 0 | 0 | 0 | 0 | 60 |
| | 36.67% | 30.00% | 21.67% | 1.67% | 0.0% | 0.0% | 0.0% | 3.33% | 5.00% | 1.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| TREASURER | 2 | 3 | 0 | 1 | 0 | 0 | 0 | 1 | 0 | 1 | 0 | 0 | 0 | 0 | 8 |
| | 25.00% | 37.50% | 0.0% | 12.50% | 0.0% | 0.0% | 0.0% | 12.50% | 0.0% | 12.50% | 0.0% | 0.0% | 0.0% | 0.0% | |
| WATER MGMNT | 19 | 12 | 9 | 1 | 0 | 1 | 0 | 1 | 9 | 2 | 1 | 0 | 0 | 0 | 55 |
| | 34.55% | 21.82% | 16.36% | 1.82% | 0.0% | 1.82% | 0.0% | 1.82% | 16.36% | 3.64% | 1.82% | 0.0% | 0.0% | 0.0% | |
| | 745 | 475 | 530 | 81 | 18 | 20 | 10 | 304 | 533 | 288 | 53 | 9 | 24 | 7 | 3,097 |
| | 24.06% | 15.34% | 17.11% | 2.62% | 0.58% | 0.65% | 0.32% | 9.82% | 17.21% | 9.30% | 1.71% | 0.29% | 0.77% | 0.23% | |

33-11 2019 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|-------------------------|--------|--------|--------|--------|-------|--------|-------|---------|--------|---------|---------|-------|-------|-------|-------|
| ADMIN HEARNG | 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% | |
| AVIATION | 14 | 13 | 11 | 2 | 0 | 0 | 0 | 7 | 13 | 7 | 2 | 0 | 0 | 0 | 69 |
| | 20.29% | 18.84% | 15.94% | 2.90% | 0.0% | 0.0% | 0.0% | 10.14% | 18.84% | 10.14% | 2.90% | 0.0% | 0.0% | 0.0% | |
| BOARD OF ELECTION | 0 | 2 | 1 | 0 | 0 | 0 | 0 | 0 | 5 | 0 | 0 | 0 | 0 | 0 | 8 |
| | 0.0% | 25.00% | 12.50% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 62.50% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUDGET & MGMT | 5 | 1 | 0 | 0 | 0 | 1 | 0 | 2 | 0 | 0 | 1 | 0 | 0 | 0 | 10 |
| | 50.00% | 10.00% | 0.0% | 0.0% | 0.0% | 10.00% | 0.0% | 20.00% | 0.0% | 0.0% | 10.00% | 0.0% | 0.0% | 0.0% | |
| BUILDINGS | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| BUSINESS AFFAIRS | 9 | 2 | 9 | 2 | 0 | 1 | 0 | 2 | 2 | 1 | 1 | 0 | 1 | 0 | 30 |
| | 30.00% | 6.67% | 30.00% | 6.67% | 0.0% | 3.33% | 0.0% | 6.67% | 6.67% | 3.33% | 3.33% | 0.0% | 3.33% | 0.0% | |
| CITY CLERK | 2 | 3 | 2 | 1 | 0 | 1 | 0 | 5 | 6 | 6 | 1 | 0 | 1 | 0 | 28 |
| | 7.14% | 10.71% | 7.14% | 3.57% | 0.0% | 3.57% | 0.0% | 17.86% | 21.43% | 21.43% | 3.57% | 0.0% | 3.57% | 0.0% | |
| CITY COUNCIL | 29 | 28 | 23 | 2 | 0 | 4 | 9 | 31 | 33 | 23 | 4 | 1 | 4 | 3 | 194 |
| | 14.95% | 14.43% | 11.86% | 1.03% | 0.0% | 2.06% | 4.64% | 15.98% | 17.01% | 11.86% | 2.06% | 0.52% | 2.06% | 1.55% | |
| COPA | 6 | 2 | 1 | 2 | 0 | 1 | 0 | 4 | 3 | 0 | 0 | 0 | 0 | 0 | 19 |
| | 31.58% | 10.53% | 5.26% | 10.53% | 0.0% | 5.26% | 0.0% | 21.05% | 15.79% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| CULTURAL AFFAIRS | 7 | 4 | 4 | 1 | 0 | 0 | 0 | 7 | 2 | 3 | 2 | 0 | 0 | 0 | 30 |
| | 23.33% | 13.33% | 13.33% | 3.33% | 0.0% | 0.0% | 0.0% | 23.33% | 6.67% | 10.00% | 6.67% | 0.0% | 0.0% | 0.0% | |
| DISABILITIES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 0 | 0 | 0 | 0 | 3 |
| | 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 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 3 | 1 | 0 | 0 | 0 | 0 | 5 |
| | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 60.00% | 20.00% | 0.0% | 0.0% | 0.0% | 0.0% | |
| FAMILY & SUPPORT | 3 | 7 | 2 | 1 | 1 | 0 | 0 | 7 | 39 | 1 | 1 | 0 | 1 | 0 | 63 |
| | 4.76% | 11.11% | 3.17% | 1.59% | 1.59% | 0.0% | 0.0% | 11.11% | 61.90% | 1.59% | 1.59% | 0.0% | 1.59% | 0.0% | |
| FINANCE | 4 | 7 | 3 | 1 | 0 | 0 | 0 | 3 | 8 | 6 | 2 | 0 | 1 | 0 | 35 |
| | 11.43% | 20.00% | 8.57% | 2.86% | 0.0% | 0.0% | 0.0% | 8.57% | 22.86% | 17.14% | 5.71% | 0.0% | 2.86% | 0.0% | |
| FIRE | 146 | 28 | 68 | 5 | 0 | 3 | 0 | 28 | 7 | 5 | 0 | 0 | 1 | 0 | 291 |
| | 50.17% | 9.62% | 23.37% | 1.72% | 0.0% | 1.03% | 0.0% | 9.62% | 2.41% | 1.72% | 0.0% | 0.0% | 0.34% | 0.0% | |
| FLEET AND FACILITY MGMT | 10 | 13 | 12 | 3 | 1 | 0 | 0 | 2 | 0 | 1 | 0 | 0 | 0 | 0 | 42 |
| | 23.81% | 30.95% | 28.57% | 7.14% | 2.38% | 0.0% | 0.0% | 4.76% | 0.0% | 2.38% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HEALTH | 5 | 3 | 2 | 2 | 0 | 0 | 0 | 10 | 11 | 3 | 4 | 0 | 0 | 0 | 40 |
| | 12.50% | 7.50% | 5.00% | 5.00% | 0.0% | 0.0% | 0.0% | 25.00% | 27.50% | 7.50% | 10.00% | 0.0% | 0.0% | 0.0% | |
| HOUSING | 4 | 2 | 1 | 0 | 0 | 0 | 0 | 2 | 5 | 1 | 0 | 0 | 0 | 0 | 15 |
| | 26.67% | 13.33% | 6.67% | 0.0% | 0.0% | 0.0% | 0.0% | 13.33% | 33.33% | 6.67% | 0.0% | 0.0% | 0.0% | 0.0% | |
| HOUSING & ECON DEV | 2 | 1 | 3 | 0 | 0 | 0 | 0 | 4 | 1 | 1 | 1 | 0 | 0 | 0 | 13 |
| | 15.38% | 7.69% | 23.08% | 0.0% | 0.0% | 0.0% | 0.0% | 30.77% | 7.69% | 7.69% | 7.69% | 0.0% | 0.0% | 0.0% | |
| HUMAN RELATIONS | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 0 | 0 | 0 | 1 |
| | 0.0% | 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% | |
| HUMAN RESOURCES | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 1 | 1 | 0 | 0 | 0 | 0 | 0 | 2 |
| | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 50.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |

33-11 2019 New Hire Data Demographics

| DEPT | MWH | MBL | MSP | MAS | MAI | M2+ | MNA | FWH | FBL | FSP | FAS | FAI | F2+ | FNA | TOTAL |
|----------------|---------------|---------------|---------------|--------------|--------------|--------------|--------------|---------------|---------------|--------------|--------------|--------------|--------------|--------------|--------------|
| INSPECTOR GEN | 9 | 0 | 3 | 2 | 0 | 1 | 0 | 4 | 2 | 3 | 3 | 0 | 0 | 0 | 27 |
| | 33.33% | 0.0% | 11.11% | 7.41% | 0.0% | 3.70% | 0.0% | 14.81% | 7.41% | 11.11% | 11.11% | 0.0% | 0.0% | 0.0% | |
| LAW | 26 | 10 | 5 | 2 | 0 | 1 | 0 | 12 | 12 | 2 | 3 | 0 | 1 | 0 | 74 |
| | 35.14% | 13.51% | 6.76% | 2.70% | 0.0% | 1.35% | 0.0% | 16.22% | 16.22% | 2.70% | 4.05% | 0.0% | 1.35% | 0.0% | |
| MAYOR'S OFFICE | 24 | 3 | 4 | 6 | 0 | 1 | 0 | 30 | 17 | 4 | 10 | 0 | 2 | 1 | 102 |
| | 23.53% | 2.94% | 3.92% | 5.88% | 0.0% | 0.98% | 0.0% | 29.41% | 16.67% | 3.92% | 9.80% | 0.0% | 1.96% | 0.98% | |
| OEMC | 3 | 40 | 9 | 2 | 0 | 0 | 0 | 10 | 129 | 5 | 0 | 4 | 1 | 0 | 203 |
| | 1.48% | 19.70% | 4.43% | 0.99% | 0.0% | 0.0% | 0.0% | 4.93% | 63.55% | 2.46% | 0.0% | 1.97% | 0.49% | 0.0% | |
| POLICE | 90 | 45 | 127 | 17 | 0 | 5 | 1 | 33 | 42 | 53 | 5 | 1 | 2 | 1 | 422 |
| | 21.33% | 10.66% | 30.09% | 4.03% | 0.0% | 1.18% | 0.24% | 7.82% | 9.95% | 12.56% | 1.18% | 0.24% | 0.47% | 0.24% | |
| PROCUREMENT | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 2 | 1 | 0 | 1 | 0 | 0 | 0 | 4 |
| | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 50.00% | 25.00% | 0.0% | 25.00% | 0.0% | 0.0% | 0.0% | |
| PUBLIC LIBRARY | 19 | 16 | 16 | 2 | 0 | 0 | 0 | 38 | 58 | 20 | 6 | 1 | 5 | 0 | 181 |
| | 10.50% | 8.84% | 8.84% | 1.10% | 0.0% | 0.0% | 0.0% | 20.99% | 32.04% | 11.05% | 3.31% | 0.55% | 2.76% | 0.0% | |
| STREETS & SAN | 4 | 34 | 13 | 1 | 0 | 4 | 0 | 0 | 24 | 4 | 0 | 0 | 1 | 0 | 85 |
| | 4.71% | 40.00% | 15.29% | 1.18% | 0.0% | 4.71% | 0.0% | 0.0% | 28.24% | 4.71% | 0.0% | 0.0% | 1.18% | 0.0% | |
| TRANSPORTN | 6 | 10 | 8 | 1 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 0 | 25 |
| | 24.00% | 40.00% | 32.00% | 4.00% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| TREASURER | 2 | 5 | 0 | 0 | 0 | 0 | 1 | 2 | 7 | 0 | 0 | 0 | 1 | 1 | 19 |
| | 10.53% | 26.32% | 0.0% | 0.0% | 0.0% | 0.0% | 5.26% | 10.53% | 36.84% | 0.0% | 0.0% | 0.0% | 5.26% | 5.26% | |
| WATER MGMNT | 43 | 21 | 12 | 1 | 0 | 1 | 0 | 3 | 6 | 0 | 0 | 0 | 0 | 0 | 87 |
| | 49.43% | 24.14% | 13.79% | 1.15% | 0.0% | 1.15% | 0.0% | 3.45% | 6.90% | 0.0% | 0.0% | 0.0% | 0.0% | 0.0% | |
| | 473 | 300 | 339 | 57 | 2 | 24 | 11 | 250 | 438 | 153 | 48 | 7 | 22 | 6 | 2,130 |
| | 22.21% | 14.08% | 15.92% | 2.68% | 0.09% | 1.13% | 0.52% | 11.74% | 20.56% | 7.18% | 2.25% | 0.33% | 1.03% | 0.28% | |



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-12 HRB

This response is to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Raymond Lopez requested a description and analysis of the Human Resources Board operations compared to their duties outlined in the Municipal Code of Chicago.

Pursuant to 2-74-060, the Human Resources Board has the responsibility of hearing employee discipline cases brought by Career Service employees who have either been discharged from their positions or subjected to a disciplinary suspension of more than 10 days or subjected to more than one disciplinary suspension in a six month period. The Board currently also hears cases from candidates for entry-level Police Officer who were disqualified based on their background investigation by the Chicago Police Department. Hearing these cases has been the primary responsibility of the Board for decades. While the Board has the authority to provide advice and counsel on all aspects of public personnel administration, in instances when they have provided advice and counsel, it has historically been in the context of their larger role of hearing employee grievance cases. For example, in the past the Board has made recommendations concerning amending the Personnel Rules to provide additional clarity on the application of the Rules. We would also like to note that the Board does not report to the Commissioner of Human Resources so that they maintain independence when hearing the employee disciplinary cases that come before

them. So while the Board has authority under City ordinance to perform certain function, the DHR Commissioner has no authority over the Board itself.

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



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-13 Training

This response is to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Rossana Rodriguez Sanchez requested a list of EEO training and initiatives specifically to include LGBTQ.

DHR currently offers a training course called "Fostering a Respectful Workplace," covering harassment and discrimination related to protected categories in the City's EEO Policy. We have attached slides from the supervisor and non-supervisor versions of this course. We plan to expand this course to include additional content highlighting the importance of respecting employees' sexual orientation, gender identity and gender expression.

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

FOSTERING A RESPECTFUL WORKPLACE

What Supervisors Need To Know About Equal Employment Opportunity, Reasonable Accommodation, and Violence in the Workplace Policies

**Aaron Kacel and Mary Pietrzak
DHR Diversity & EEO Division
Citywide Supervisor Training
June 13, 2019**

Agenda

- DHR – Our Role and Obligations
- Discrimination, Harassment and Protected Categories
- Sexual Harassment
- Retaliation
- Employees with Disabilities
- Violence in the Workplace
- Supervisor Considerations

Diversity and EEO Division at DHR

- Manage and enforce the City of Chicago's
 - *Equal Employment Opportunity Policy*
 - *Violence in the Workplace Policy*
- Process requests for Reasonable Accommodations
- Find our policies on DHR's website

Your Rights And Responsibilities

- You have the right to:
 - Work in an environment free from discrimination, harassment, retaliation or violence.
 - Complain if someone has interfered with your right.
- Your responsibilities:
 - Refrain from engaging in discriminatory, harassing, retaliatory or violent conduct.
 - Cooperate with our division and departmental staff in the course of any proceedings or investigations.

EQUAL EMPLOYMENT OPPORTUNITY

Where Is The Workplace?



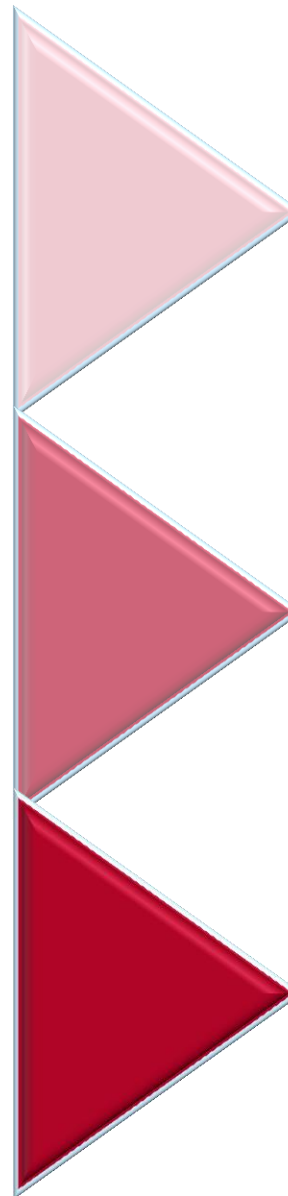
VS.



Basis for Workplace Protections

- Title VII of the Civil Rights Act of 1964
- EEOC
- City of Chicago Diversity & EEO Policy

Personnel Rules

- 
- Inappropriate conduct should be addressed under the Personnel Rules if the behavior is not encompassed by any of these policies
 - Consistent, prompt enforcement of work rules supports an environment of respect
 - The City forbids conduct that is discourteous, abusive, insubordinate or unbecoming of a City employee

True or False

Under the City of Chicago's EEO Policy, employees must report any concerns about harassment to their direct supervisor.

Equal Employment Opportunity

- Through our EEO Policy, we:
 - *Prohibit discrimination and/or harassment, when such conduct is based on a person's membership in a protected class*
 - *Prohibit retaliation*

Equal Employment Opportunity

- What is a **protected class**?
 - Race, Color, National Origin, Sex or Age
 - Disability, Gender Identity or Gender Expression, Religion, Ancestry, Sexual Orientation
 - Marital Status, Parental Status, Military Service or Unfavorable Military Discharge Status, or Veteran Status

What is Discrimination?

- (1) Unequal decisions (2) related to “terms and conditions of employment” such as:
 - Work assignments
 - Shifts and scheduling
 - Compensation
 - Promotions
- (3) When such decisions are based on an employee’s membership in a protected class.

Is this Discrimination?

Tara was told the reason she did not get the promotion was that she had just returned from maternity leave (after having twins) and her managers did not think she could handle the long hours and stressful workload, and still deal with her family obligations.

Is this Discrimination?

Keith, who is 35 years old, just joined the department as a supervisor. The team he manages includes Alvin, who is 63 years old. Keith speaks slowly and loudly to Alvin when giving him directions, though Alvin has not asked him to do this.

Keith recently asked everyone to attend training on a new piece of computer-operated equipment, but he told Alvin that he did not need to attend, because Alvin might not be able to handle anything “high-tech.”

Is this Discrimination?

Cynthia is 7 months pregnant. Her manager Ben changes her schedule to days and removed her from the list of employees available for overtime. Ben meets with Cynthia and explains that as she is getting closer to her due date she will certainly get tired easily and because it can be a physically demanding job, Ben wants to make sure Cynthia can handle it.

Types of Harassment?

➤ **Hostile Work Environment**

- Offensive conduct directed at someone because of that person's membership in a protected class, such as race or age.

➤ **Sexual Harassment**

- Offensive conduct of a sexual nature

What is Harassment?

➤ Hostile Work Environment

- **CONDUCT:** Verbal, physical or visual conduct that is offensive, either because the conduct is sexual in nature or related to a protected class.
- **MAGNITUDE:** Conduct must be sufficiently severe, pervasive, or persistent.
 - Can result from a single, severe incident (e.g. sexual assault).
 - Can be created by a series of incidents.

Is this Harassment?

Joe tells his coworker, Larry, “You know that new girl, Debra, the one that I was telling you about? There she is over there. Check her out! You know she’s hot! If you don’t think so, you must be gay!”

Is this Harassment?

After Karina made a mistaken turn that took her off her route, her Supervisor radios to her, “All you are good for is making Mexican rice.”

Is this Harassment?

Tim is eating in the breakroom when he hears a supervisor, Audrey, making offensive statements about an employee's religious practices. Tim hears Audrey say that the employee "should do those weird religious rituals when he's with people from his own country."

Tim is offended and thinks he should report what he heard to his supervisor Karen, but he knows that Karen and Audrey are good friends outside of work.

What can Tim do about Audrey's comments?

Sexual Harassment

- **Hostile Work Environment Sexual Harassment**
- **Quid Pro Quo Sexual Harassment**
 - Latin for “this for that.”
 - A person in authority, usually a supervisor, explicitly or implicitly demands sexual favors (or romantic involvement) of a subordinate as a condition of getting or keeping a job benefit.

Sexual Harassment

The following examples are types of verbal, visual, and physical conduct that could constitute sexual harassment –

Please note that these lists are not exhaustive and that there are other types of conduct that could violate the City of Chicago's Policy.

Some Verbal and Visual Forms of Sexual Harassment

- Sexual notes, emails, Facebook posts, or texts;
- Displaying sexually suggestive materials, including pictures, magazines or videos;
- Inappropriate comments relating to sex, dating or sexual orientation, or your own sexual activity;
- Inappropriate comments about a person's body or clothing;
- Sexual jokes or teasing; and
- Sexual propositions or requests for sexual favors.

Some Physical Forms of Sexual Harassment

- Leering, winking, or continually staring;
- Directing sexual gestures towards others;
- Stroking, rubbing, grabbing, or pinching;
- Hugging or giving back or shoulder rubs;
- Touching private parts of another's body; and
- Attempted rape or sexual assault.

Is This Sexual Harassment?

- Supervisor Romeo asks employee Juliet on a date right before her performance evaluation.
- Kathy is talking to her coworker Kevin on the radio, and she compliments his “sexy voice.”

Is This Sexual Harassment?

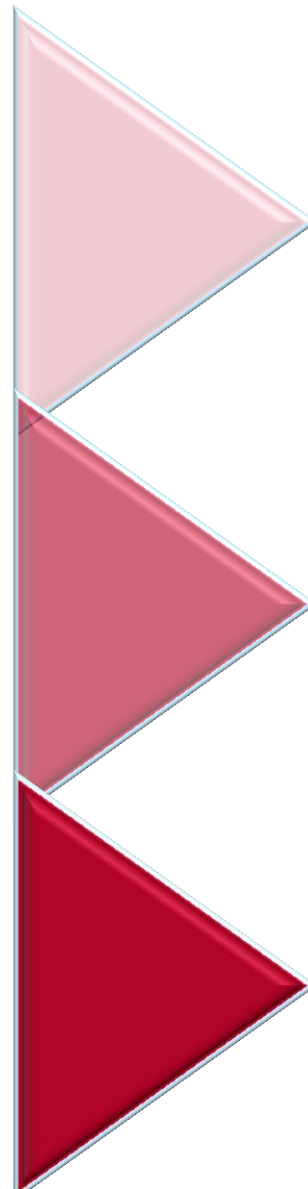
Faustino and his coworkers are giving a presentation to the public about government ethics at City Hall. Faustino notices a female citizen who is looking around and seems to have a question. He goes over and provides her with a pamphlet. As the citizen turns to walk away, Faustino gently grabs her hand and says, “I’m sorry but I can’t let you leave without asking if you would like to have dinner with me sometime.”

What Should Happen?

During a retirement party for a colleague at a local restaurant, Robert becomes uncomfortable when coworker Terrance repeatedly asks him to go out with him after the party and suggests that the hotel down the street would be a good place to meet for a drink. He refused his advances, but the next day he was still disturbed by what he felt were sexually suggestive remarks.

Robert doesn't think there is anything he can do about Terrance's inappropriate behavior, since they were not at work when the incident occurred. Is Robert correct?

What is Retaliation?

- 
- Retaliation is a negative change in working conditions because an employee made a complaint under the EEO or the VIW Policy or participated in one of our Division's investigations
 - Even if employees participate in an investigation with our Division, they must continue to fulfill their job duties
 - Retaliation protection does not shield them from being disciplined if they actually violate a rule or policy

Retaliatory Comments Or Actions

- Negative changes in terms or conditions of employment:
 - Increased workload or transfer to a less desirable location or shift
 - Denying vacation or overtime requests
 - Undeserved discipline or poor performance evaluations
 - Demotion or discharge
- Statements showing ill-will toward employee for participating in investigation:
 - Name calling such as “rat,” “snitch,” or “trouble-maker.”
 - “I will teach her to mess with me.”
 - Commenting that EEO or VIW complaints are “a waste of time”

Taking Steps To Avoid Complaints of Retaliation

- Document and discipline instances of misconduct as they arise, not just after a complaint has been filed
- Enforce work rules consistently
- Give fact-based evaluations, supported by documented examples of performance concerns

EMPLOYEES WITH DISABILITIES

Why Do We Accommodate Employees with Disabilities?

- **It's the Law**
The Americans with Disabilities Act (ADA or ADAAA)
- **High Productivity, Low Cost**
Improved Retention, Morale & Productivity
Reduced Workers' Comp Claims & Training Costs
- **YOU Could become Disabled**

Definition of Disability

**Mental or
Physical
Impairment**

**Substantially
Limits**

**Major Life
Activity**

Major Life Activity

➤ Non-exhaustive List of Major Life Activities

Standing, sitting, seeing, breathing, walking, pulling, thinking, eating, concentrating, lifting, sleeping, hearing, learning . . .

➤ Non-exhaustive List of Major Bodily Functions

functions of the immune system, special sense organs and skin; normal cell growth; digestive, genitourinary, bowel, bladder, neurological, brain, respiratory, circulatory, cardiovascular, endocrine, hemic, lymphatic, musculoskeletal, & reproductive functions . . .

Is A Healthy Pregnancy Considered A Disability?

➤ Technically “No”, but ...

An Illinois law requires employers to provide reasonable accommodations to pregnant employees with medically certified limitations, just as if they were disabled employees.

If your department allows “light duty” for employees who are injured on the job, pregnant employees must be allowed to do light duty as well (even though they weren’t injured on the job).

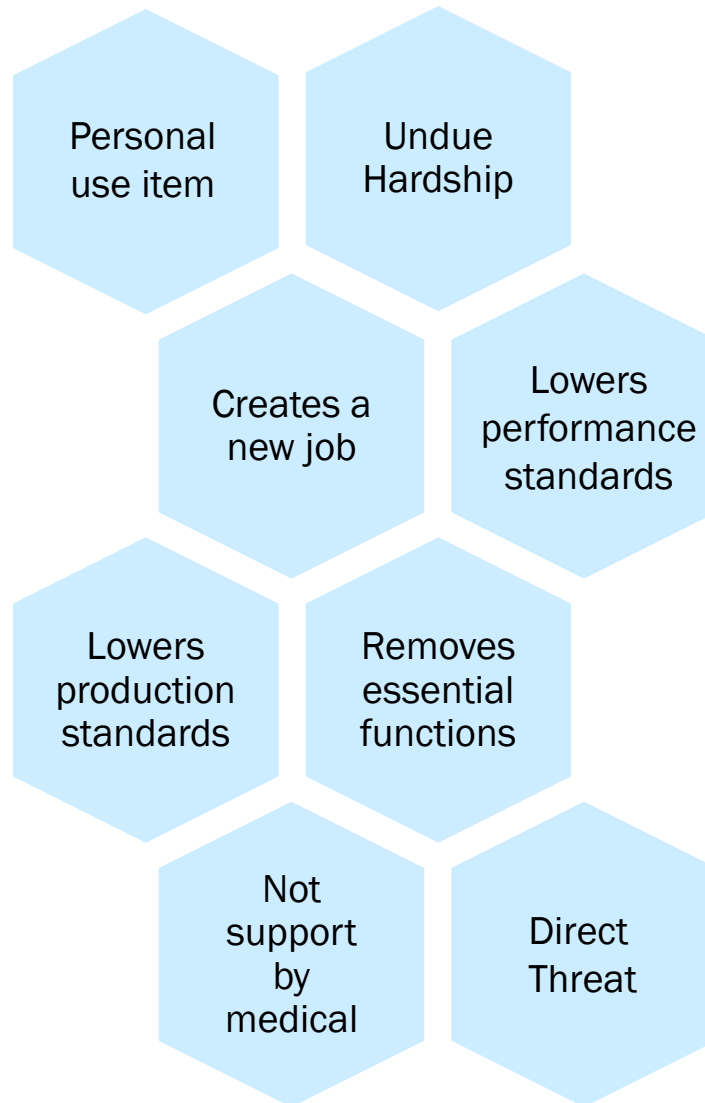
What is a Reasonable Accommodation?

Modification to the work environment or the way that work is performed that allows the employee to do the essential function of the job

Examples:

- making physical changes to the worksite or furniture
- restructuring jobs
- modifying schedules
- purchasing or modifying equipment such as computers or telephones
- modifying workplace policies
- providing materials in alternate formats
- providing readers, interpreters, or other assistive services
- offering reassignment to a vacant position in department or City

Reasons the City can Legally Deny An Accommodation Request

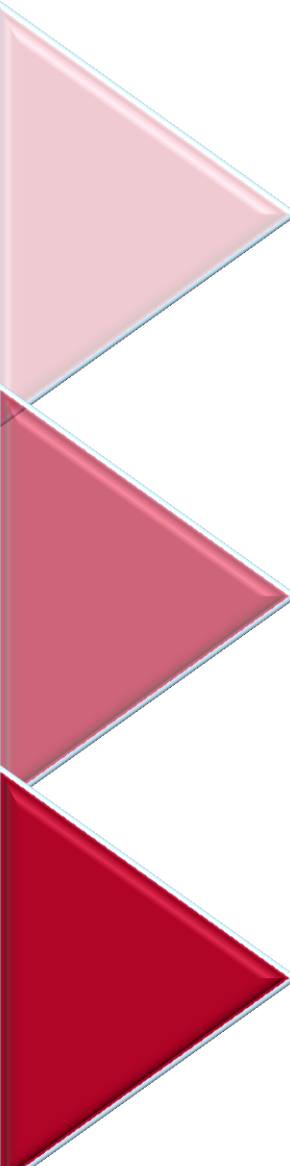


True or False

Deborah has cosmetic surgery. Something goes wrong during the procedure, and her doctor sends in a note that says she is not allowed to carry any items weighing more than 10 lbs. for the next three months. An important part of Deborah's job is carrying items weighing more than 10 lbs.

You should not accept her accommodation paperwork because Deborah's surgery was voluntary.

Supervisors and Reasonable Accommodations

- 
- Realize you have an ADA request
 - No “magic words” required
 - Anytime an employee brings in a doctor’s note or says that he cannot do all or part of his job because of a health concern
 - Refer the employee to the Disability Liaison and help collect the paperwork
 - Required: Employee Request & Medical Questionnaire
 - Help the Disability Officer understand job duties, work schedules, and accommodation options
 - All requests are evaluated on a case-by-case basis

Red Flag Issues for Supervisors



Confidentiality doesn't just mean medical records. The fact that someone **applied for or was granted an accommodation** is confidential as well.

Employees will ask: "Why do I have to work the reception desk again? You never assign DeShawn to do it."

DO NOT reply: "Because DeShawn has a reasonable accommodation" or "Because DeShawn can't sit for extended periods of time."

Script: *When I made out the schedule of assignments, I reviewed all of the relevant City of Chicago policies, Collective Bargaining Agreements, and department policies. This schedule is in compliance with all of those documents.*

Red Flag Issues for Supervisors



- Treat all employees the same when faced with an accommodation request - even those who are good workers. Unequal treatment can appear to be discriminatory even when it's not.
- Do not do a temporary accommodation for more than a few days without contacting the Disability Officer.

VIOLENCE IN THE WORKPLACE

New Policy Highlights

- Effective February 1, 2017
- Departmental Liaison role clarified
- Revised definition of “violence”
- Establishes time limits for making complaints

VIW Scenario

- Carol comes into the office of Supervisor Susanne, clearly upset, and says:

“I was walking down the hallway, minding my business. Robert rushed past me on his way home and bumped into me! It hurt! There was plenty of room. Why would he do that? I told him to watch it, and he screamed, ‘*Back off Carol. This is my hallway!*’ What’s his problem? You can ask Walter, he saw the whole thing! I want to file a VIW right now, and I want Robert fired!”

Supervisor's First Steps

- Address any immediate safety or health concerns
 - If necessary: call 911 for police or ambulance, contact building security, etc.
- Then, at the least:
 - Document what Carol told you (your notes should include date, location, people involved, act and/or comment at issue) and contact your department's VIW liaison for next steps
 - Put Carol in touch with VIW liaison
- Depending on your department's procedure:
 - Explain the VIW Policy and confidential process to Carol
 - Give Carol the Incident Report form and have her complete in your presence

Supervisor's Later Role

- Help liaison with investigation, as needed:
 - Employees must cooperate with investigation, submit completed Incident Reports addressing incident at issue, and forward back to liaison
 - Forms legible or typed, and full names used
 - Tell liaison about any additional helpful information (i.e. hallway security footage, history of fighting between the parties, etc.)
 - Coordinate with liaison to schedule any necessary meetings and ensure that employee attends
 - Remind employee of any deadlines

ADDITIONAL SUPERVISOR CONSIDERATIONS

Responsibilities of Supervisors

- Promote and foster a culture of respect
- Understand that your conduct sets an example
- Be proactive when faced with issues or conduct that may lead to violations of our policies

RESPONDING TO CONCERNS

- Make it clear that you take the concern seriously
- Explain your obligation to report it
- Demonstrate neutrality

Best Practices

- Expect/enforce civility
- Failure to respond means we condone it
- Others see/hear rudeness, inappropriate language unprofessional behavior
- Supervisors should hold each other accountable

Reporting Obligations

- You have a duty to report all potential violations of which you become aware
 - Report it promptly
 - No “off the record” discussions about potential Policy violations
- You must document any verbal complaints
- Advise complaining employee about:
 - Keeping information confidential
 - Expecting a call for more information from Liaison or DHR

True or False

A supervisor involved in a consensual relationship with a subordinate employee is engaging in sexual harassment.

Should I Separate The Parties After A Complaint Has Been Made?

There is no requirement that employees be automatically moved or separated because a complaint has been filed.

- Only for situations with legitimate, documented safety concerns
- Changes to work location or job duties must first be discussed with DHR and the labor relations liaison before they are made
 - Failure to do so can result in discipline for supervisors
- If an employee poses an immediate danger to other employee(s) or to the public, contact law enforcement or building security

Discipline Best Practices

- Ensure Confidentiality
 - Address concerns privately and behind closed door
- If not an EEO or VIW issue, get the accused employee's story
 - Remain neutral, moderate your tone/volume
- Ensure consistency in disciplining all employees
 - Adhere to the applicable pre-disciplinary process
 - Issue similar discipline for similar conduct

Resources

- City of Chicago Internet
 - DHR>City Human Resource Policies
 - https://www.chicago.gov/city/en/depts/dhr/supp_info/human_resource_policies.html
- City of Chicago Intranet
 - *Departments>Human Resources>Policies*

Contact Information

- DHR Diversity & EEO Division
 - (312) 744-4224
- Kathryn Perry-Hopkins, Disability Officer
 - (312) 744-4969

Contact Information

- Lisa Lorick, EEO Liaison, DCASE
 - (312) 744-8935
- Dawna Harrison, EEO Liaison, CDA
 - (773) 686-3783
- Alexis White, EEO Liaison, City Clerk
 - (312) 744-6248
- Tamara Harding, EEO Liaison, BACP
 - (312) 744-1268
- Andrea Kersten, EEO Liaison, COPA
 - (312) 746-0130

Contact Information

- Cristina Medina, EEO Liaison, CPL
 - (312) 745-0994
- Jacqueline Toledo, EEO Liaison, DWM
 - (312) 747-7950
- Michael Montagna, EEO Liaison, CDPH
 - (312) 747-9597
- Kenneth Gunn, EEO Liaison, Human Relations
 - 312-744-1545

FOSTERING A RESPECTFUL WORKPLACE

Your Roles and Responsibilities Under the City of Chicago

- **Equal Employment Opportunity Policy**
 - **Violence in the Workplace Policy**
 - **Reasonable Accommodation Policy**

Diversity and EEO Division, DHR

Agenda

- DHR – Our Role and Obligations
- Sexual Harassment
- Other forms of Harassment
- Discrimination
- Retaliation
- Employees with Disabilities and the Reasonable Accommodation Process
- Violence in the Workplace

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EQUAL EMPLOYMENT OPPORTUNITY POLICY

WHAT / WHERE IS THE WORKPLACE?



vs.



Basis for Workplace Protections

- Title VII of the Civil Rights Act of 1964
- EEOC
- City of Chicago Diversity & EEO Policy

True or False

Under the City of Chicago's EEO Policy, employees must report any concerns about harassment to their direct supervisor.

Equal Employment Opportunity

- The EEO Policy prohibits
 - Discrimination and/or harassment
 - When such conduct is based on a person's membership in a protected class
 - Sexual Harassment
 - Retaliation

Equal Employment Opportunity

- What is a **protected class**?
 - Race, Color, National Origin, Sex or Age
 - Disability, Gender Identity or Gender Expression, Religion, Ancestry, Sexual Orientation
 - Marital Status, Parental Status, Military Service or Unfavorable Military Discharge Status, or Veteran Status

Sexual Harassment

- No person should be required to endure sexual harassment by a supervisor or a coworker as a condition of employment.
- Sexual harassment is behavior that is sexual and unwelcome in nature.

Sexual Harassment

- **Hostile Work Environment Sexual Harassment**
- **Quid Pro Quo Sexual Harassment**
 - Latin for “this for that”.
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Is This Sexual Harassment?

- Assistant Chief Operating Engineer Romeo asks Operating Engineer C Juliet on a date right before her performance evaluation.
- A female Dispatcher is talking to another City employee calling for assistance, and compliments his “sexy voice.”

Is This Sexual Harassment?

Event Coordinator Faustino and his coworkers are working at City event. Faustino notices a female citizen who is looking around and seems to have a question. He goes over and provides her information about the event. As the citizen turns to walk away, Faustino gently grabs her hand and says, “I’m sorry but I can’t let you leave without asking if you would like to have dinner with me sometime.”

True or False

During a retirement party for a colleague at a local restaurant, Administrative Assistant Nancy becomes uncomfortable when Projects Administrator Terrance repeatedly asks her to go out with him after the party and suggests that the hotel down the street would be a good place to meet for a drink. She refused his advances, but the next day she was still disturbed by what she felt were sexually suggestive remarks.

Nancy doesn't think there is anything she can do about Terrance's inappropriate behavior, since they were not at work when the incident occurred. Is Nancy correct?

Other forms of Harassment

- Offensive conduct directed at someone because of that person's membership in any protected class

Types of Harassment

➤ Hostile Work Environment

- **CONDUCT:** Verbal, physical or visual conduct that is offensive, either because the conduct is sexual in nature or related to a protected class.
- **MAGNITUDE:** Conduct must be sufficiently severe, pervasive, or persistent.
 - Can result from a single, severe incident (e.g. sexual assault).
 - Can be created by a series of incidents.

Is this Harassment?

Sanitarian Joe tells Staff Assistant Derrick, “You know that new girl, Debra that I was telling you about - there she is over there. Check her out! You know she’s hot! If you don’t think so, you *must* be gay!”

Is this Harassment?

While she was driving, Motor Truck Driver Karina made a mistaken turn that took her off the route and prompted Foreman of Motor Truck Drivers Thomas to tell her, “All you are good for is making Mexican rice.”

Is this Harassment?

Tim, a Staff Assistant, is eating in the breakroom when he hears Water Chemist Audrey making offensive statements about an employee's religious practices. Tim hears Audrey say that the employee "should do those weird religious rituals when he's with people from his own country."

Tim is offended and thinks he should report what he heard to his supervisor Karen, but he knows that Karen and Audrey are good friends outside of work.

What should Tim do about Audrey's comments? Is it harassment?

What is Discrimination?

- Unequal decisions* related to “terms and conditions of employment” such as:
 - Work assignments
 - Shifts and scheduling
 - Compensation
 - Promotions

* *When such decisions are based on an employee’s membership in a protected class.*

Is this Discrimination?

Tara was told the reason she did not get the promotion was that she had just returned from maternity leave (after having twins) and her managers did not think she could handle the long hours and stressful workload, and still deal with her family obligations.

Is this Discrimination?

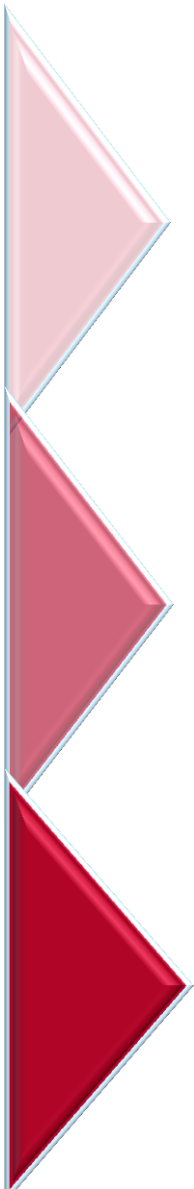
Keith, who is 35 years old, just joined the department as a Supervising Program Auditor. The team he manages includes Program Auditor Alvin, who is 63 years old. Keith speaks slowly and loudly to Alvin when giving him directions, though Alvin has not asked him to do this.

Keith recently asked everyone to attend training on a new piece of computer software, but he told Alvin that he did not need to attend, because Alvin might not be able to handle anything “high-tech.”

Is this Discrimination?

Inspector Cynthia is 7 months pregnant. Her manager Beth removed her from the list of employees available to conduct site visits. Beth explains that as Cynthia is getting closer to her due date she will certainly get tired easily and she wants to make sure Cynthia is not overworked.

What is Retaliation?

- 
- Retaliation is a negative change in working conditions because an employee made a complaint under the EEO or the VIW Policy or participated in one of our Division's investigations
 - Even if employees participate in an investigation with our Division, they must continue to fulfill their job duties
 - Retaliation protection does not shield them from being disciplined if they actually violate a rule or policy

Enforcing Our Policies

- Employees can make complaints to any Supervisor, Department Liaison, or the EEO Division.
- Supervisors are required to notify the EEO Officer or the Department Liaison if they become aware of conduct that may violate one of our policies.
- Following an investigation, employees found to be in violation are subject to discipline, up to and including discharge.

DHR's Confidential Investigation Process

- Interview parties and witnesses.
- Review documents and evidence, prepare investigation report.
- All investigations are kept confidential to the extent possible.

Contacting DHR

- By phone: 312-744-4224
 - DHR maintains list of departmental Liaisons
- In Person: City Hall 11th Floor, 121 N. LaSalle
- Via email: eeodiversity@cityofchicago.org

Personnel Rules

- If the behavior that is the subject of a complaint is not covered by one of our policies, it may be covered by the Personnel Rules
- DHR encourages Departments to utilize the Personnel Rules to address inappropriate conduct, including:
 - Discourteous treatment of a co-worker or citizen
 - Conduct unbecoming a City employee
 - Interfering with co-workers on the job

REASONABLE ACCOMMODATIONS

Reasonable Accommodation

- The City provides reasonable accommodations to qualified employees with disabilities, in accordance with the Americans with Disabilities Act.
 - A disability is a physical or mental impairment that substantially limits one or more major life activities or major bodily functions.
- The City also provides reasonable accommodations for employees who are pregnant, recovering from childbirth, or who need break time and a private space to express breast milk.

Reasonable Accommodation

- A reasonable accommodation is a modification to the application process, the work environment, or the way that work is performed that removes workplace barriers and enables the employee to perform the essential functions of his or her job.
- Examples might include:
 - Modifications to workplace policies like dress code
 - Schedule adjustments
 - Adaptive equipment or furniture
 - Private space and time to express breast milk
- All requests are evaluated on a case-by-case basis

Reasonable Accommodation Procedures

- Employees seeking an accommodation for either a disability or pregnancy/childbirth/breastfeeding should contact their departmental Disability Liaison or the Disability Officer to obtain the appropriate forms.
- The forms are also available online at:
https://www.chicago.gov/city/en/depts/dhr/supp_info/human_resource_policies.html
- After reviewing the completed forms, DHR's Disability Officer will confer with the employee and the department and make a determination based on the facts of the request.

Contact Information

Kathryn Perry Hopkins
City of Chicago Disability Officer
City Hall, 11th Floor

kathryn.perry-hopkins2@cityofchicago.org

(312) 744-4969 (Direct)

(312) 744-5035 (TTY)

VIOLENCE IN THE WORKPLACE POLICY

Violence In The Workplace Policy

- Prohibits “violent conduct”:
 - Physical contact
 - Threats that create a reasonable fear of harm
- Time limits:
 - 60 days for violent conduct
 - 90 days for retaliation claims
- Complaint process:
 - You may contact a supervisor or your VIW Liaison.

Violent Conduct

- Physical force
 - Can include any kind of touching or contact:
 - “He shoved the recycling bin into my back”
 - “She hit my phone with her safety gear”
- Verbal threat and other communications:
 - When does a threat create a reasonable fear?
 - “I was so scared by her tone of voice I didn’t know what she might do next.”
 - Threats of disciplinary action are not violent conduct
- Electronic communications
 - He text me and said, “Watch out when you go to your car tonight!”

Violence In The Workplace Investigation Procedures

- Your department will typically conduct investigation. The EEO Division will investigate in limited circumstances
- Duty to cooperate with investigation:
 - Legibly complete incident report with specific, first-hand information
 - Accused employee must respond to specific allegations
- Your department or the EEO Division will review documentation and draft an investigation report
- You will only be notified of the outcome if you are the complaining employee or the accused employee

Other Policies and Resources

- City of Chicago Internet
 - DHR>City Human Resource Policies
 - https://www.cityofchicago.org/city/en/depts/dhr/supp_info/humanresource_policies.html
- City of Chicago Intranet
 - *Departments>Human Resources>Policies*
- Workforce statistics (*EEOP Utilization Report*)
 - https://www.cityofchicago.org/city/en/depts/dhr/supp_info/Reports.html

Other Policies and Resources

- Victim's Economic Security & Safety Act (VESSA) Policy
 - Allows up to 12 weeks of leave if employee or a family member is a victim of domestic or sexual violence; also allows for reasonable accommodation
 - Requests for VESSA leave or accommodation should be made directly with your department's HR staff; decision is made by your department
 - Employees may contact the EEO Division with general procedural questions

Questions?



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-14 Employees

This response is to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Andre Vasquez requested a list of the City's current employees by age.

The attached report provides age demographics of the City's current workforce.

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

33-14 Age Demographic w_Job Title for Under 18_Over 84

| Age | Department Name | TITLE |
|------------|-------------------------------------|--------------------------------|
| 0 | 050- FAMILY AND SUPPORT SERVICES | 3044-TITLE V PROGRAM TRAINEE I |
| 17 | 057- DEPARTMENT OF POLICE | 4096-PROGRAM AIDE |
| 85 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 85 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 85 | 058- OEMC | 9111-CROSSING GUARD |
| 85 | 058- OEMC | 9111-CROSSING GUARD |
| 85 | 058- OEMC | 9111-CROSSING GUARD |
| 86 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 86 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 87 | 015- CITY COUNCIL | 9620-CLERK CITY COUNCIL |
| 87 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 87 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 87 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 87 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 88 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 88 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 88 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 88 | 058- OEMC | 9109-CROSSING GUARD - PER CBA |
| 88 | 084- CHICAGO DEPT OF TRANSPORTATION | 9534-LABORER |
| 89 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 89 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 89 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 89 | 058- OEMC | 9111-CROSSING GUARD |
| 90 | 015- CITY COUNCIL | 9699-LEGISLATIVE AIDE |
| 90 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 90 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 91 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 91 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 92 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 92 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 92 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 97 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 98 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |

33-14 Age Demographic w_Job Title for Under 18_Over 84

| Age | Department Name | TITLE |
|------------|-------------------------------------|--------------------------------|
| 0 | 050- FAMILY AND SUPPORT SERVICES | 3044-TITLE V PROGRAM TRAINEE I |
| 17 | 057- DEPARTMENT OF POLICE | 4096-PROGRAM AIDE |
| 85 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 85 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 85 | 058- OEMC | 9111-CROSSING GUARD |
| 85 | 058- OEMC | 9111-CROSSING GUARD |
| 85 | 058- OEMC | 9111-CROSSING GUARD |
| 86 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 86 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 87 | 015- CITY COUNCIL | 9620-CLERK CITY COUNCIL |
| 87 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 87 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 87 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 87 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 88 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 88 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 88 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 88 | 058- OEMC | 9109-CROSSING GUARD - PER CBA |
| 88 | 084- CHICAGO DEPT OF TRANSPORTATION | 9534-LABORER |
| 89 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 89 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 89 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 89 | 058- OEMC | 9111-CROSSING GUARD |
| 90 | 015- CITY COUNCIL | 9699-LEGISLATIVE AIDE |
| 90 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 90 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 91 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 91 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 92 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 92 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 92 | 050- FAMILY AND SUPPORT SERVICES | 3047-SENIOR COMPANION |
| 97 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |
| 98 | 050- FAMILY AND SUPPORT SERVICES | 3046-FOSTER GRANDPARENT |



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-15 Exam Cost

This response is to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Pat Dowell requested a breakdown of the approximate \$3.2 million expense for the firefighter exam.

The attached report provides a breakdown of the 2014 firefighter exam.

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

FF/EMT Cost Breakdown from 2014 Exam

| | |
|-----------------|-------------|
| Category | Cost |
|-----------------|-------------|

| | |
|---|-----------------|
| Test Validation | |
| All Work Steps and Professional Fees | \$62,380 |

| | |
|-----------------------------------|--------------------|
| Test Administration | |
| Professional Fees | \$609,400 |
| Test Site | \$302,600 |
| Audio/visual equipment and labor | \$65,000 |
| Electrical Equipment/labor | \$95,000 |
| Table/chair rental and labor | \$260,000 |
| Printing test materials | \$18,925 |
| Secured materials shipping | \$21,000 |
| WBE test proctors | \$296,400 |
| MBE test proctors | \$148,200 |
| MBE security | \$42,000 |
| Other pass through expenses | \$405,700 |
| Administration of 5 make up exams | \$150,000 |
| Booklets - main test | \$614,056 |
| Booklets - make up exams | \$35,000 |
| Total Admin | \$3,063,281 |

| | |
|--------------------------|-----------------------|
| Total Costs - All | \$3,125,661.00 |
|--------------------------|-----------------------|

FF/EMT Cost Breakdown from 2014 Exam

| Category | Cost |
|----------|------|
|----------|------|

| | |
|---|-----------------|
| Test Validation | |
| All Work Steps and Professional Fees | \$62,380 |

| | |
|-----------------------------------|--------------------|
| Test Administration | |
| Professional Fees | \$609,400 |
| Test Site | \$302,600 |
| Audio/visual equipment and labor | \$65,000 |
| Electrical Equipment/labor | \$95,000 |
| Table/chair rental and labor | \$260,000 |
| Printing test materials | \$18,925 |
| Secured materials shipping | \$21,000 |
| WBE test proctors | \$296,400 |
| MBE test proctors | \$148,200 |
| MBE security | \$42,000 |
| Other pass through expenses | \$405,700 |
| Administration of 5 make up exams | \$150,000 |
| Booklets - main test | \$614,056 |
| Booklets - make up exams | \$35,000 |
| Total Admin | \$3,063,281 |

| | |
|--------------------------|-----------------------|
| Total Costs - All | \$3,125,661.00 |
|--------------------------|-----------------------|



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 6, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-16 Psychiatrist

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman David Moore requested the number of times the psychiatrist position has been posted along with the duration of each posting for calendar years 2017, 2018 and 2019 YTD, as well as the other posting locations other than the City's website and copies of the advertisements.

The attached report provides a list of psychiatric position postings and the duration. Also, DHR has posted this position with the following:

- Psychiatric Times
- American Psychiatric Association
- The Illinois Psychiatric Society
- The local branch of the American Psychiatric Associations
- Mental Health Job Board Network
- Public Health Jobs.net
- Emory Public Health Employment Connections

We have sent emails to the Psychiatry Residency Directors at Loyola, UIC, University of Chicago, Northwestern and Rush. The other websites did not archive the data unfortunately, copies of the advertisement are not available.

The psychiatrist position has been made flexible to accommodate part-time or full-time employees and it qualifies for student loan repayment made possible through the National Health Service Corps program, which the posting language has been updated to include.

DHR has also relied on the Department of Public Health spreading the word through their collection of networks in order to find qualified candidates for the psychiatrist position.

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

Psy 2017 to 2019 -- Posting and Duration_fv_11072019

| Application Completed Year (YYYY) | Requisition Title | Requisition Number | Total Applications | Posting Date | Closing Date | Duration (Days) |
|--|--------------------------|---------------------------|---------------------------|---------------------|---------------------|------------------------|
| 2017 | PSYCHIATRIST | 3384-DPH-2017 | 1 | 08/08/17 | 10/09/17 | 62 |
| 2018 | PSYCHIATRIST | 294777 | 2 | 02/07/18 | 03/07/18 | 28 |
| 2018 | PSYCHIATRIST | 309043 | 2 | 12/14/18 | 01/11/19 | 28 |
| 2018 | PSYCHIATRIST | 309043 - OBSOLETE | 0 | 09/12/18 | 10/10/18 | 28 |
| 2018 | PSYCHIATRIST | 309043OBS | 1 | 04/20/18 | 05/18/18 | 28 |
| 2019 | PSYCHIATRIST | 322612 | 1 | 08/13/19 | 09/10/19 | 28 |
| 2019 | PSYCHIATRIST | 322612-obs-2 | 0 | 05/07/19 | 06/04/19 | 28 |
| 2019 | PSYCHIATRIST | 322612-obs-3 | 0 | 06/06/19 | 07/08/19 | 32 |
| 2019 | PSYCHIATRIST | 322612-obs-4 | 0 | 07/10/19 | 08/12/19 | 33 |
| Grand Total | | | 7 | | | 33 |

Average Days

Psy 2017 to 2019 -- Posting and Duration_fv_11072019

| Application Completed Year (YYYY) | Requisition Title | Requisition Number | Total Applications | Posting Date | Closing Date | Duration (Days) |
|--|--------------------------|---------------------------|---------------------------|---------------------|---------------------|------------------------|
| 2017 | PSYCHIATRIST | 3384-DPH-2017 | 1 | 08/08/17 | 10/09/17 | 62 |
| 2018 | PSYCHIATRIST | 294777 | 2 | 02/07/18 | 03/07/18 | 28 |
| 2018 | PSYCHIATRIST | 309043 | 2 | 12/14/18 | 01/11/19 | 28 |
| 2018 | PSYCHIATRIST | 309043 - OBSOLETE | 0 | 09/12/18 | 10/10/18 | 28 |
| 2018 | PSYCHIATRIST | 309043OBS | 1 | 04/20/18 | 05/18/18 | 28 |
| 2019 | PSYCHIATRIST | 322612 | 1 | 08/13/19 | 09/10/19 | 28 |
| 2019 | PSYCHIATRIST | 322612-obs-2 | 0 | 05/07/19 | 06/04/19 | 28 |
| 2019 | PSYCHIATRIST | 322612-obs-3 | 0 | 06/06/19 | 07/08/19 | 32 |
| 2019 | PSYCHIATRIST | 322612-obs-4 | 0 | 07/10/19 | 08/12/19 | 33 |
| Grand Total | | | 7 | | | 33 |

Average Days



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 7, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-20 Employees

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Felix Cardona Jr. requested a breakdown of Citywide Hispanics and Black employees.

The attached report provides the demographics of Citywide Hispanic and Black employees.

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

| Citywide Blacks & Hispanics | |
|--|------------------|
| Blacks | Hispanics |
| 10,451 | 7,229 |
| 30.86% | 21.34% |

| Citywide Blacks & Hispanics | |
|--|------------------|
| Blacks | Hispanics |
| 10,451 | 7,229 |
| 30.86% | 21.34% |



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 19, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-21 Response

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Reilly requested the changes in DHR's headcount projected for 2020.

The total anticipated 2020 departmental staff as of Tuesday, November 19, 2019 is 75 employees, a reduction of two that left the City for other opportunities.

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



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 19, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-22 Responses

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Reilly requested the number of funded vacancies and their breakdown for 2020.

The attached report provides the Department of Human Resources vacancies as of October 17, 2019. This was also available in the 2020 Department Budget Hearing Document book provided to aldermen at the start of budget hearings.

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

CURRENT 2020 RECOMMENDED VACANCIES

10/17/2019

DEPARTMENT: DEPARTMENT OF HUMAN RESOURCES

| DEPT | FUND | DIV | SECT | SUB-SECTION | SCH | GRADE | UNION | TITLE CODE | TITLE DESCRIPTION | # | SALARY | SALARY TYPE |
|------|------|------|------|-------------|-----|-------|-------|------------|--|---|------------|-------------|
| 033 | 0100 | 2005 | 3015 | 0 | G | 6 | Y | 1142 | Senior Operations Analyst | 1 | 67,524.00 | Annual |
| 033 | 0100 | 2005 | 3015 | 0 | G | 5 | Y | 1308 | HR Generalist - DHR | 1 | 61,320.00 | Annual |
| 033 | 0100 | 2005 | 3015 | 0 | GY | 8 | N | 1354 | EEO Investigator | 1 | 70,140.00 | Annual |
| 033 | 0100 | 2005 | 3040 | 4045 | 3 | 0 | N | 0313 | Assistant Commissioner | 1 | 101,628.00 | Annual |
| 033 | 0100 | 2005 | 3005 | 4010 | B | 13 | Y | 0308 | Staff Assistant | 1 | 56,748.00 | Annual |
| 033 | 0100 | 2005 | 3005 | 4005 | 3 | 0 | N | 1430 | Policy Analyst | 1 | 68,736.00 | Annual |
| 033 | 0100 | 2005 | 3040 | 4045 | GY | 6 | N | 1311 | Associate Classification and Comp. Analyst | 1 | 58,260.00 | Annual |

TOTAL VACANCIES

7

CURRENT 2020 RECOMMENDED VACANCIES

10/17/2019

DEPARTMENT: DEPARTMENT OF HUMAN RESOURCES

| DEPT | FUND | DIV | SECT | SUB-SECTION | SCH | GRADE | UNION | TITLE CODE | TITLE DESCRIPTION | # | SALARY | SALARY TYPE |
|------|------|------|------|-------------|-----|-------|-------|------------|--|---|------------|-------------|
| 033 | 0100 | 2005 | 3015 | 0 | G | 6 | Y | 1142 | Senior Operations Analyst | 1 | 67,524.00 | Annual |
| 033 | 0100 | 2005 | 3015 | 0 | G | 5 | Y | 1308 | HR Generalist - DHR | 1 | 61,320.00 | Annual |
| 033 | 0100 | 2005 | 3015 | 0 | GY | 8 | N | 1354 | EEO Investigator | 1 | 70,140.00 | Annual |
| 033 | 0100 | 2005 | 3040 | 4045 | 3 | 0 | N | 0313 | Assistant Commissioner | 1 | 101,628.00 | Annual |
| 033 | 0100 | 2005 | 3005 | 4010 | B | 13 | Y | 0308 | Staff Assistant | 1 | 56,748.00 | Annual |
| 033 | 0100 | 2005 | 3005 | 4005 | 3 | 0 | N | 1430 | Policy Analyst | 1 | 68,736.00 | Annual |
| 033 | 0100 | 2005 | 3040 | 4045 | GY | 6 | N | 1311 | Associate Classification and Comp. Analyst | 1 | 58,260.00 | Annual |

TOTAL VACANCIES

7



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 19, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-23 Responses

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Reilly requested the number of vacancies that will be eliminated along with the job titles.

The Department of Human Resources eliminated two Recruiter positions that were vacancies resulting from attrition. We opted not to fill the positions at this time for budgetary cost savings.

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



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 19, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-24 Responses

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Reilly requested the number of non-union employees that will receive salary increases in 2020.

The number of non-represented employees scheduled to receive salary increases in 2020 is 30.

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



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 19, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-25 Responses

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Reilly requested a description of the outsourced services projected in 2020.

The Department of Human Resources is not outsourcing services in 2020.

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



DEPARTMENT OF HUMAN RESOURCES
CITY OF CHICAGO

MEMORANDUM

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

From: Soo Choi
Commissioner, Department of Human Resources

CC: Tiffany Sostrin
Mayor's Office of Intergovernmental Affairs

Date: November 19, 2019

Re: Request for Information from Annual Appropriation Committee Hearing

ID#: 33-26 Responses

The attached information is in response to questions posed at our department's hearing on November 4, 2019 to discuss the proposed 2020 budget.

Alderman Reilly requested a list of savings and cost-efficiencies due to zero-based budgeting.

After a review of our non-personnel line items, DHR reduced the following appropriations for cost efficiencies.

- Student as Trainees, reducing the number of interns utilized in the department
- Court Reporting due to upcoming changes to the Human Resources Board

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