Committee on Budget and Government Operations
February 19, 2024
City Council Meeting

RESOLUTION

WHEREAS, across all funds, the Department of Human Resources includes more than 100 positions pertaining to the City's human resources functions; and,

WHEREAS, within the Corporate Fund, the Department of Human Resources comprises 104 positions and a total personnel appropriation of $10,442,581; and,

WHEREAS, the total Corporate Fund appropriation of the Department of Human Resources is $11,399,730; and,

WHEREAS, lines 1307 and 1396 in the Operations bureau of the Office of the Inspector General demonstrate two human resources functions specific to the department; and,

WHEREAS, line 1315 in the Financial / Personnel / Payroll Management bureau of the Department of Administrative Hearings demonstrates a human resources function specific to the department; and,

WHEREAS, lines 1315 and 1338 in the Administration bureau of the Department of Procurement Services demonstrate two human resources functions specific to the department; and,

WHEREAS, within the Corporate Fund, the Department of Fleet and Facilities Management includes a bureau or subsection of Human Resources, which includes appropriations of $608,158 for personnel; $176,535 for payroll; $242,352 for training; and $155,423 for labor relations; and,

WHEREAS, within the Corporate Fund, the Department of Public Health includes a bureau or subsection of Human Resources, which includes a total appropriation of $913,138; and,

WHEREAS, within the Corporate Fund, the Office of Public Safety Administration includes a bureau or subsection of Human Resources, which includes 68 positions and a total appropriation of $5,703,879; and,

WHEREAS, lines 1327 and 1338, among other potential lines, within the Department of Planning and Development demonstrate two human resources functions specific to that department; and,

WHEREAS, within the Corporate Fund, the Chicago Police Departments features a bureau of subsection of "Administrative Support," which demonstrates several potential human resources functions, but at least two specific human resources positions specific to the department; and,

WHEREAS, line 1315 within Chicago Animal Care and Control demonstrates one human resources function specific to that department; and,

WHEREAS, within the Corporate Fund, the Department of Transportation has a subsection or bureau of Human Resources, which includes 14 positions and a total appropriation of $1,262,055; and,

WHEREAS, within the Corporate Fund, Finance General demonstrates a Personnel Services appropriation of $667,130,445; and,

WHEREAS, within the Corporate Fund, Finance General demonstrates a Contract Services section that includes several line items for Professional Services and Third Party Benefit Agreements that may pertain to human resources functions in some regard; and,

WHEREAS, the City Council of the City of Chicago has a fiduciary responsibility to the City; and,

WHEREAS, the 2025 Budget Forecast projected base outlook gaps of more than $1.1 billion in 2026 and more than $1.3 billion in 2027, and it is typically understood that such gaps are generally borne by the Corporate Fund; and,

WHEREAS, to the extent that the City may have duplicate functions within the Corporate Fund, including potential duplicate functions pertaining to human resources and related information technology infrastructure, and efficiencies may be found for those functions, the City Council can demonstrate its fiduciary responsibility by examining those functions; now therefore

BE IT RESOLVED BY THE CITY COUNCIL OF THE CITY OF CHICAGO, we the members present on February 19, 2025, do hereby call upon the Committee on Budget and Government Operations to convene a hearing on the various functions of human resources services within the City, and potentially related line items pertaining to its information technology, health insurance claims, workers' compensation, and similar items; and,

BE IT FURTHER RESOLVED, the Department of Human Resources shall be authorized to convene a study on all Human Resources functions within the City of Chicago, to demonstrate where unique functions necessary to the central functioning or independence of necessary departments exists, and to demonstrate where duplicate functions exist; and,

BE IT FURTHER RESOLVED, the Budget Director and Office of Budget Management shall be authorized to convene a study on all Human Resources functions within the City of Chicago, to specifically demonstrate the cost of independently moving human resources to each specific department (or by specific governing sector demonstrated in

Summary G, such as "Infrastructure Services", "Public Safety", etc.), compared to the opportunity cost of operating human resources as-is (including hiring time, employee retention, delivery of benefits, and related services); and,

BE IT FURTHER RESOLVED, the City Council Office of Financial Analysis shall be authorized to convene a study on all Human Resources functions within the City of Chicago, to demonstrate the costs associated with all human resources functions within the City, and to publish all duplicate functions or potential cost savings and opportunity costs associated with human resources; and,

BE IT FURTHER RESOLVED, each of these studies shall be authorized to demonstrate the impact of duplicate human resources functions or deficient human resources processes on filling budgeted vacancies in each department; and,

BE IT FURTHER RESOLVED, no later than June 18, 2025, these departments shall file these studies with the City Clerk and present their findings to the Committee on Budget and Government Operations.

Daniel La Spata
Alderman, 1st Ward