

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (May 2024)

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- Vacancy Report
 - Summary of Hiring Status
 - Graphs: YTD vacancy rate, new hires, separations
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1) LHH vacancies stand at 8.6% seeing a drop from the 8.9% in April.

We hired a total of fifty-five (55) employees in various classifications between April 1 and April 30, 2024 and had four (4) separations during the same period including two (2) retirement.

We continue to prioritize and support the hiring of the Registered Nurse (RN) class. The vacancy rate currently stands at 7% for the month of May 2024 (15 vacancies). Of the 15 vacancies, we are currently processing onboarding for 5 of the positions and the rest of the vacancies moving through the selection process. We hired a total of 15 Registered Nurses (RNs) last month.

With regards to Nursing Managers (2322) class, we continue to move candidates through the selection process for the six (6) remaining vacancies we have open. Interviews are currently in process for these openings.

There are currently 12 (twelve) openings for the 2312 Licensed Vocational Nurses for which we are in the midst of the onboarding process.

The HR team is also continuing to process vacancies within several classes through an efficient batch hiring process.

We are currently hiring for the Health Worker series classifications (2586 and 2587). We have 23 vacancies across DPH for the 2586 Health Worker II classification and 22 for the 2587 classification. Last month we processed 38 new hires for the 2903 (Hospital Eligibility Worker) classification across DPH locations. As we look to fill the vacancies across DPH, the batch hiring process continues to help identify efficiencies and ensure a better outcome for both candidates and hiring managers.

The HR team regularly holds planning meetings with Exec leaders and hiring managers on a weekly, monthly basis to go over the vacancy information and hiring plans.

2) RN Highlights:

- 15 2320- RNs started last month.

3) Non-RN Highlights

- 13 2303- PCAs started last month.
- 1 922 started last month.