

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (July 2024)

Report Contents:

- Vacancy Report
 - Summary of Hiring Status
 - Graphs: YTD vacancy rate, new hires, separations
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1) LHH vacancy rate at the end of June stands at 5.4 % seeing a 4% decrease from the 9.4% the previous month.

We hired a total of twenty-eight (28) employees in various classifications between June 1 and June 30, 2024 and had two (2) separations during the same period with no retirements recorded for the month.

We continue to prioritize and support the hiring of the Registered Nurse (RN) class. The vacancy rate currently stands at 0.5% (1 vacant FTE).

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

The current batch hires include the following:

2593, Health Program Coordinator III: We have filled 9 out of 13 positions and will begin a new process for 13 additional positions.

2903, Hospital Eligibility Worker: We have filled four out of 30 positions with 18 candidates in the onboarding stage. The rest are in the selection process.

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:

- (4) 2320- RNs and 3 P103s started in June 2024
- (3) 2320 – RNs and 1 P103 scheduled to start in July 2024

3) Non-RN Highlights

- Administrator for Facilities and Capital Planning started in June 2024
- Chief Documentation Integrity Officer started in June 2024
- (8) 2312 Licensed Vocational Nurses started in June 2024
- (4) 2736 Porters started in June 2024
- (2) 1428 Unit Clerks started in June 2024
- (2) 2587 Health Worker III started in June 2024, (1) scheduled to start in July 2024
- (1) 2583 Home Health Aide started in June 2024
- (1) 2303 Certified Nursing Assistant started in June 2024
- (1) 2903 Hospital Eligibility Worker started in June 2024