

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (August 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 7.2 % seeing a rise from the 5.37% in July. Please note that end of fiscal year system reconciliations and shut down may be impacting our data as many hires/ appointments processing records in the system could have been delayed due to the year end shut offs.

We hired a total of twenty-five (25) employees in various classifications between July 1 and July 31,2024 and had five (5) separations during the same period with no retirements.

We continue to prioritize and support the hiring of the Registered Nurse (RN) class. The vacancy rate currently stands at 1.01% for the month of July 2024 (2 vacancies). Of the 2 vacancies, we have filled both these positions with starts happening in the next pay period. We hired a total of 5 Registered Nurses (RNs) last month.

With regards to Nursing Managers (2322) class, we continue to move candidates through the selection process for the four (4) remaining vacancies we have open.

There are currently 5 (five) 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 13 for the 2587 classification. The team is also working to fill 6 vacancies across DPH in the Health Program Coordinator III (2593) classification and 31 vacancies in the 2430 (Medical Evaluations Assistant) classification. 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:

- 5 2320- RNs started last month.

3) Non-RN Highlights

- 4 2303- PCAs started last month.
- 1 2312- LVN started last month.
- 1 2233- Supervising Physician Specialist started last month.
- 1 2232- Senior Physician Specialist started last month.