

# LHH HUMAN RESOURCE SERVICES REPORT

## Submitted to the Joint Conference Committee (September 2024)

### Report Contents:

- Vacancy Report
  - Summary of Hiring Status
  - Graphs: YTD vacancy rate, new hires, separations
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### 1) LHH vacancy rate stands at 7.47 % seeing a nominal rise from the 7.2%% in August.

We hired a total of thirty (30) employees in various classifications between August 1 and August 30,2024 and had eleven (11) separations during the same period with 1 service retirement.

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 August 2024 (2 vacancies). These are 2 new positions and are moving through the initial phase of the hiring process. We hired a total of 2 Registered Nurses (RNs) last month.

With regards to Nursing Managers (2322) class, we have a total of four (4) vacancies open. The process is at the very end of the selection process with post interview evaluations being determined.

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

Hiring for the Health Worker series classifications is in process (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 initiating to fill 16 vacancies across DPH in the Health Program Coordinator I (2591) 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:**

- 2 2320- RNs started last month.

### 3) **Non-RN Highlights**

- 7 2303- PCAs started last month.
- 1 **2312**- LVN started last month.