

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (October 2024)

Report Contents:

- Vacancy Report
 - Summary of Hiring Status
 - Graphs: YTD vacancy rate, new hires, separations
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1) LHH vacancies stand at 7.12 % seeing a nominal drop from the 7.47% in September.

We hired a total of twenty (20) employees in various classifications between September 1 and September 30, 2024 and had four (4) 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 1.5% for the month of September 2024 (3 vacancies). Of the 3 vacancies, we are currently in the process of initiating the onboarding process for the selected candidates.

With regards to Nursing Managers (2322) class, we continue to move candidates through the selection process for the three (3) remaining vacancies we have open.

There are currently 9 (nine) 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 currently 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:**

- 2 2320- RNs started last month.

3) **Non-RN Highlights**

- 1 2303- PCAs started last month.
- 3 2312- LVN started last month.