

# LHH HUMAN RESOURCE SERVICES REPORT

## Submitted to the Joint Conference Committee (November 2023)

### Report Contents:

- Vacancy Report
  - Summary of Hiring Status (Vacancy rate over 10%)
  - Graphs: YTD vacancy rate, new hires, separations
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1) LHH vacancies edged upwards from the levels we saw last month. The vacancy rate rose to 12.2 % in October from the 11.1% vacancy rate in September.

We have hired a total of twenty-seven (27) employees between October 1 and October 31 ,2023, in various classifications and had two separations during the same period with no retirements.

We continue to prioritize and support with the hiring of the RN class. The vacancy rate continues to stand at 9.09% for the month of October 2023 (19.5 vacancies). Of these positions, we are processing seven (7) reassignments. We have candidates moving through the interview process in eight (8) of the positions. For the rest, we are supporting hiring managers to initiate the hiring process.

With regards to Nursing Managers (2322) class, we currently are in the process scheduling interviews and selection for the three (3) open positions.

There are currently 27 openings for the Licensed Vocational Nurses category or the 2312 class for which we are we are currently in the selection phase.

Human Resources is also continuing to develop the batch hiring program and currently focusing on Health Worker classes, 2903 (Hospital Eligibility Worker) and 2930 & 2932s (Behavioral Health Clinicians) classes where we see continuous demand for talent. Currently the team is supporting with the selection and onboarding of thirty-one (31) of the thirty-seven (37) Health Worker I ( 2586) candidates. The 2587 class or HW II is currently going through the interview process.

2) HR conducts regular vacancy meetings with Program/Hiring Managers to review ongoing hiring needs.

### 3) RN Highlights:

- Five (5) 2320 and four (4) P103's started last month.
- One (1) 2322 Nurse Manager started last month.

### 4) Non-RN Highlights:

- One (1) Director of Pharmacy, Manager V (0933) hired in the Pharmacy department last month.
- One (1) Senior Physician Specialist 2322 hired last month.
- Two (2) Directors of Nursing 0942, Manager VII hired last month.

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