

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (March 2024)

Report Contents:

- Vacancy Report
 - Summary of Hiring Status
 - Graphs: YTD vacancy rate, new hires, separations
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- 1) LHH vacancies decreased in February to 9.6% from 13.9% in January.

We've hired a total of twenty-five (25) employees between February 1 and February 29, 2024, in various classifications and had four (4) separations during the same period with no retirements.

- 2) RN vacancy rate decreased to 2.8% in February from 7.69% in January. We have 6.0 FTE to fill and they are scheduled to be filled this month, March 2024.

To mitigate challenges in hiring nurses:

- Over the last 60 days, nursing leadership, in collaboration with HR, conducted an expedited hiring project to fill RN vacancies. Hiring Managers have made over 100 selections to fill vacancies DPH-wide. The anticipated start work dates are in February and March.
- HR is holding RN onboarding events starting on 2/23/24 for all new hires.
- An RN Open House/Info Session is being planned withing the next couple of months.
- Nursing leadership and HR have developed a strategic hiring plan and timeline for continuous RN hiring

- 3) HR conducts regular vacancy meetings with Program/Hiring Managers to review hiring.

4) **RN Highlights:**

- Two (2) 2320 appointed in February; Four (4) P103 appointed in February
- Six (6) 2320 are targeted to start in March

5) **Non-RN Hiring Highlights:**

- Thirty-six (36) 2303 CNA's have been selected and are in the onboarding process
- One (1) 0932 LHH Director of Emergency Management & Disaster Preparedness appointed in March
- One (1) 2322 Nurse Manager appointed in March
- Nineteen (19) LVN's were selected and targeted to start in March
- One (1) 2230 Physician Specialist appointed in February
- Six (6) 7334 Stationary Engineers have been selected and two are targeted to start in March
- One (1) 6138 Industrial Hygienist has been selected and is in the onboarding process