

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (April 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 8.9% seeing a drop from the 9.6% in March.

We hired a total of thirty-seven (37) employees in various classifications between March 1 and March 31, 2024 and had three (3) separations during the same period including one (1) retirement.

We continue to prioritize and support the hiring of the Registered Nurse (RN) class. The vacancy rate currently stands at 3.3% for the month of March 2024 (7.1 vacancies). We hired a total of 11 Registered Nurses (RNs) last month.

With regards to Nursing Managers (2322) class, we hired one (1) Nurse Manager last month and continue to move candidates through the selection process for the six (6) remaining vacancies we have open. Interviews are currently in process for these openings.

There are currently 12 (twelve) openings for the 2312 Licensed Vocational Nurses for which we are in the midst of interviews and the selection process. We successfully onboarded 15 Licensed Vocational Nurse last month.

The HR team is also continuing to process vacancies within several classes through an efficient batch hiring process. Currently we are beginning to onboard 23 new hires in the 2903 (Hospital Eligibility Worker) classification, 11 in the 7334 (Stationary Engineers) classification, and 5 of the 2593 (Health Program Coordinator) classification. We are also beginning the second batch hiring process for 25 vacancies across DPH for the 2585 (Health Worker I) 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:

- 11 2320- RNs started last month.
- 1 2322- Nurse Manager started last month.
- 2 2328- Nurse Practitioners started last month.

3) Non-RN Highlights

- (1) 2230 – Physician Specialist started last month
- (15) 2312 – Licensed Vocational Nurses started at LHH last month