

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (November 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 7.60 % seeing a rise from the 7.12% in October.

We hired a total of fifteen (15) employees in various classifications between October 1 and October 31, 2024 and had three (3) 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 3 % for the month of November 2024 (5.96 vacancies). Of these vacancies, we are currently in the process of selections.

There are currently 11 (eleven) openings for the 2312 Licensed Vocational Nurses for which we are in the midst of the selection process.

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

We currently have 4 batches in active hiring. We have 19 vacancies across DPH for the 2587 Health Worker III classification all of which are in the selection process. The team is also actively hiring for 17 vacancies in the 2593 classification Health program Coordinator II roles across DPH. Batch hirings for 2903 (Hospital Eligibility Worker) where we have 16 vacancies and 2930 (Behavioral Health Clinician) where we are hiring for 24 vacancies across DPH locations. 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:

- 4 2320- RNs started last month.
- 2 2322- Nurse Managers started last month.

3) Non-RN Highlights

- 1 2232- Senior Physician Specialist started last month.
- 2 2312- LVN started last month.