
Agency Summary

DEPARTMENT OF LABOR & TRAINING

Agency Mission

To provide and administer public programs for workforce development, income support, injured workers services, and workforce regulation and safety that respond to customer expectations, leads to an improved economy, and enhance the quality of life for all residents in Rhode Island.

Agency Description

The Department of Labor and Training is the primary workforce agency responsible for the administration of a comprehensive array of employment and training services for Rhode Island's job seekers and business community. It executes programs and administers laws governing seven program areas: Central Management, Income Support, Workforce Development Services, Inured Workers Services, Workforce Regulation and Safety, the Labor Relations Board, and the Governor's Workforce Board. The Central Management program is responsible for strategic planning, policy development, and oversight to promote all departmental functions and to ensure the efficient and effective use of federal and state resources. The Income Support program encompasses all functions and activities related to Unemployment Insurance (UI), Temporary Disability Insurance (TDI), Temporary Caregivers Insurance (TCI), and the Police and Fire Relief Fund. The Workforce Development Program administers federal and state employment and training programs designed to help individuals find gainful employment and employers with skilled workers. The Injured Workers Services program operates the State's Workers' Compensation System. The Chief Judge Robert F. Arrigan Rehabilitation Center provides work hardening rehabilitation services for workers injured on the job. The Workers' Compensation Education unit educates and provides information to workers and employers regarding Workers' Compensation laws and regulations. The Workforce Regulation and Safety program is responsible for enforcing laws relating to professional regulation, labor standards, occupational health and safety and certification of weights and measures. The Labor Relations Board is responsible for public sector bargaining unit determinations, collective bargaining elections, and investigations of charges of unfair practices. The Governor's Workforce Board was established to unify the governing mandates defined by both state and federal legislation and to institute common statewide policies, goals and strategies for the coordination of employment and training programs, employment-associated educational programs and related services for all system stakeholders. This alignment ensures strategies that create and address a demand-driven workforce agenda that is responsive to the needs of Rhode Island businesses.

Statutory History

R.I. General Laws § 42-16 created the department in 1996. RIGL § 42-6 authorizes the appointment of the Director of Labor and Training.

Budget

Department Of Labor And Training

	2018 Actuals	2019 Actuals	2020 Enacted Budget	2020 Revised Budget	2021 Recommended
Expenditures by Program					
Central Management	5,248,494	1,061,259	1,019,628	993,998	1,143,453
Workforce Development Services	25,662,308	22,875,795	26,473,191	35,960,318	24,662,964
Workforce Regulation and Safety	2,898,194	4,163,710	3,231,560	3,227,383	3,867,652
Income Support	364,573,674	369,432,198	384,980,928	380,263,013	390,478,119
Injured Workers Services	9,062,839	9,515,560	10,573,722	12,991,825	12,361,069
Labor Relations Board	415,832	471,970	441,669	441,176	382,908
Governor's Workforce Board	17,633,844	26,261,188	22,293,397	25,316,163	31,839,007
Total Expenditures	425,495,185	433,781,681	449,014,095	459,193,876	464,735,172
Expenditures by Object					
Salary And Benefits	40,107,312	40,163,767	42,113,114	42,467,725	44,827,772
Contract Professional Services	4,329,317	4,264,981	4,484,541	4,899,414	5,155,284
Operating Supplies And Expenses	12,164,625	12,232,183	10,766,354	13,037,781	12,858,444
Assistance And Grants	360,967,840	369,639,559	383,275,525	390,428,003	393,534,812
Subtotal: Operating	417,569,094	426,300,490	440,639,534	450,832,923	456,376,312
Capital Purchases And Equipment	480,151	37,647	150,300	136,692	134,599
Operating Transfers	7,445,940	7,443,544	8,224,261	8,224,261	8,224,261
Subtotal: Other	7,926,091	7,481,191	8,374,561	8,360,953	8,358,860
Total Expenditures	425,495,185	433,781,681	449,014,095	459,193,876	464,735,172
Expenditures by Source of Funds					
General Revenue	12,876,544	15,403,229	14,679,932	14,673,124	22,922,142
Federal Funds	37,929,711	34,053,953	38,284,651	45,312,942	36,742,412
Restricted Receipts	29,479,713	33,482,929	30,022,846	36,379,619	33,283,256
Operating Transfers From Other Funds	206,165	(0)	0	0	0
Other Funds	345,003,052	350,841,570	366,026,666	362,828,190	371,787,361
Total Expenditures	425,495,185	433,781,681	449,014,095	459,193,876	464,735,172
FTE Authorization	428.7	409.7	390.7	390.7	395.7

Personnel Agency Summary

Department Of Labor And Training

	FY 2020		FY 2021	
	FTE	Cost	FTE	Cost
Classified	376.7	24,444,691	380.7	24,892,644
Unclassified	14.0	1,353,063	15.0	1,371,299
Subtotal	390.7	25,797,754	395.7	26,263,943
Transfer In		66,804		69,456
Overtime (1.5)		40,400		40,400
Seasonal/Special Salaries/Wages		153,545		153,545
Turnover		(182,031)		(40,807)
Total Salaries		25,876,472		27,166,537
Benefits				
FICA		1,975,585		2,029,701
Health Benefits		4,751,043		5,180,087
Payroll Accrual		150,123		157,992
Retiree Health		1,708,476		1,583,818
Retirement		6,991,181		7,643,855
Subtotal		15,576,408		16,595,453
Total Salaries and Benefits	390.7	41,452,880	395.7	43,761,990
Cost Per FTE Position		106,099		110,594
Statewide Benefit Assessment		1,014,845		1,065,782
Payroll Costs	390.7	42,467,725	395.7	44,827,772
Purchased Services				
Clerical and Temporary Services		66,783		85,399
Information Technology		475,091		477,233
Legal Services		276,061		276,061
Management & Consultant Services		707,685		819,785
Medical Services		1,896,905		1,896,905
Other Contracts		1,418,323		1,541,335
Training and Educational Services		58,565		58,565
Subtotal		4,899,414		5,155,284
Total Personnel	390.7	47,367,139	395.7	49,983,056
Distribution by Source of Funds				
General Revenue	85.7	3,561,121	90.7	4,068,953
Federal Funds	178.5	17,888,210	178.5	21,176,184
Restricted Receipts	52.0	16,720,922	52.0	15,415,285
Other Funds	74.5	9,196,885	74.5	9,322,633
Total All Funds	390.7	47,367,139	395.7	49,983,056

Performance Measures

Department Of Labor And Training

Timeliness of Unemployment Insurance (UI) First Benefit Payments

The figures below represent the percentage of initial UI claims for benefits paid within 14 days. The United States Department of Labor has set a target of 87 percent. [Notes: Updated actual data for 2017 and target for 2017 & 2018. 2018 actual data indicated includes 1st through 3rd quarter - 4th quarter 2018 data is not yet available. Missing values appear as zeros in the measure.]

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	2017	2018	2019	2020	2021
Target	87.00%	93.00%	87.00%	87.00%	87.00%
Actual	93.40%	92.10%	91.80%	0.00%	

Timeliness of UI Adjudication Decisions

The figures below represent the percentage of contested UI claims adjudicated within 21 days. The United States Department of Labor has set a target of 80 percent. [Notes: Updated target for 2017 & 2018. 2018 actual data indicated includes 1st through 3rd quarter - 4th quarter 2018 data is not yet available. Missing values appear as zeros in the measure.]

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	2017	2018	2019	2020	2021
Target	80.00%	80.00%	80.00%	80.00%	80.00%
Actual	92.10%	91.40%	90.00%	0.00%	

UI Call Center Wait Times

The figures below represent the average amount of time in minutes a caller spends on hold before reaching an agent in the UI call center. [Note: Missing values appear as zeros in the measure.]

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	2017	2018	2019	2020	2021
Target	15.00	10.00	15.00	20.00	20.00
Actual	10.00	13.00	19.00	0.00	

Timeliness of Labor Standards Case Closure

Labor Standards cases are considered closed when the wage claim is dismissed as not valid, settled, or referred to a hearing. The figures below represent the percentage of cases closed in 90 days or less from date of assignment to examiner. [Notes: 2019 target has been revised. Missing values appear as zeros in the measure.]

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	2017	2018	2019	2020	2021
Target	75.00%	65.00%	62.00%	45.00%	45.00%
Actual	45.00%	56.00%	34.00%	0.00%	

Real Jobs Rhode Island Employer Engagement

The figures below represent the number of employers participating in Real Jobs Partnerships. [Note: Missing values appear as zeros in the measure.]

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	2017	2018	2019	2020	2021
Target	200.00	200.00	400.00	324.00	324.00
Actual	330.00	235.00	370.00	0.00	

Performance Measures

Department Of Labor And Training

Real Jobs Rhode Island Job Placements

The figures below represent job placements through Real Jobs Partnerships. [Note: Missing values appear as zeros in the measure.]

Frequency: Annual

Reporting Period: Calendar Year

	2017	2018	2019	2020	2021
Target	557.00	590.00	1,500.00	2,108.00	2,108.00
Actual	800.00	2,300.00	2,830.00	0.00	

Program Summary

DEPARTMENT OF LABOR & TRAINING

Central Management

Mission

To provide leadership, management and strategic planning for the development and implementation of a cost efficient and effective service delivery system. To provide competent legal representation and consultation to all departmental staffing the execution of programs and services. To provide comprehensive financial management, professional staff development and management information services to all divisions within the department.

Description

The Department, headed by the Director of Labor and Training, has seven programmatic functions. These include Central Management, Workforce Development Services, Workforce Regulation & Safety, Income Support, Injured Workers Services, the Labor Relations Board, and the Governor's Workforce Board.

The Central Management program, led by the Director's Office, provides leadership, management, strategic and budgetary planning, communications, and program oversight for all departmental initiatives. This includes the coordination and sharing of information with the Governor's Office, the Department of Administration, all state departments and agencies, U.S. Department of Labor and state and federal stakeholders.

The Central Management Program provides administrative services for the Department including business and financial services, active data and performance management, and legal services. The Business Office is responsible for preparing annual budgets, performing appropriation control and cash management functions, federal and state financial reporting requirements, and the Department's purchasing functions.

The Data and Performance Unit is responsible for tracking, analyzing and dissemination of all programmatic data for the Department.

The Legal Services Unit is responsible for establishing, managing and maintaining legal resources to support the Department of Labor and Training. The Unit also provides proactive legal assistance to the Director and various divisions within the Department.

Furthermore, Central Management includes the operation of a central stock and mail room, coordination of the maintenance and support of Department facilities, incident response and management, and other ancillary services. Human Resources, Facilities Management and Information Systems functions are centralized functions and are administered in collaboration with the Department of Administration.

Statutory History

R.I. General Laws § 42 establishes the responsibilities of the Director.

Budget

Agency: Department Of Labor And Training

Central Management

Expenditures by Sub Program	2018 Actuals	2019 Actuals	2020 Enacted Budget	2020 Revised Budget	2021 Recommended
Operations	5,248,494	1,061,259	1,019,628	993,998	1,143,453
Total Expenditures	5,248,494	1,061,259	1,019,628	993,998	1,143,453
Expenditures by Object					
Salary and Benefits	662,138	256,079	195,394	208,585	212,252
Contract Professional Services	101,971	67,099	56,178	15,846	15,846
Operating Supplies and Expenses	4,193,897	738,020	767,795	769,306	915,094
Assistance And Grants	8	12	18	18	18
Subtotal: Operating	4,958,014	1,061,209	1,019,385	993,755	1,143,210
Capital Purchases And Equipment	290,480	50	243	243	243
Subtotal: Other	290,480	50	243	243	243
Total Expenditures	5,248,494	1,061,259	1,019,628	993,998	1,143,453
Expenditures by Source of Funds					
General Revenue	4,701,833	808,945	797,120	797,120	940,901
Restricted Receipts	340,496	252,314	222,508	196,878	202,552
Operating Transfers from Other Funds	206,165	(0)	0	0	0
Total Expenditures	5,248,494	1,061,259	1,019,628	993,998	1,143,453

Personnel

Agency: Department Of Labor And Training

Central Management

		FY 2020		FY 2021	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	00124A	1.0	56,262	1.0	56,951
ADMINISTRATOR- FINANCIAL MANAGEMENT	00137A	2.0	186,245	2.0	187,925
ADMINISTRATOR- OPERATIONS MANAGEMENT	00141A	1.0	110,240	1.0	110,788
ASSISTANT ADMINISTRATOR- FINANCIAL MANAGEMENT	00134A	1.0	81,914	1.0	84,340
ASSISTANT CHIEF OF PLANNING	00137A	1.0	93,498	1.0	93,962
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	00129A	3.0	192,527	3.0	199,917
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT MANAGEMENT	00141A	1.0	128,486	1.0	129,114
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	00143A	1.0	132,472	1.0	133,132
ASSISTANT DIRECTOR FOR BUSINESS AFFAIRS (DLT)	00139A	1.0	105,044	1.0	105,569
BUSINESS MANAGEMENT OFFICER	00B26A	1.0	81,319	1.0	81,712
CENTRAL MAIL ROOM CLERK	00311G	2.0	77,796	2.0	77,796
CHIEF IMPLEMENTATION AIDE	00128A	3.0	213,262	3.0	216,475
CHIEF PROGRAM DEVELOPMENT	00134A	1.0	99,514	1.0	100,792
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	00137A	1.0	82,053	1.0	82,053
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	00131A	5.0	372,065	5.0	383,432
DEPUTY DIRECTOR (DLT)	00144A	1.0	151,808	1.0	152,558
DLT BUSINESS OFFICER	00321A	3.0	156,080	3.0	160,280
EMPLOYMENT AND TRAINING ASSISTANT	00316A	1.0	52,593	1.0	52,853
FISCAL MANAGEMENT OFFICER	00B26A	1.0	77,588	1.0	77,960
IMPLEMENTATION AIDE	00322A	1.0	59,600	1.0	59,888
LABOR AND TRAINING ADMINISTRATOR	00138A	1.0	84,846	1.0	84,846
LEGAL ASSISTANT	00319A	1.0	43,430	1.0	44,627
PRINCIPAL DLT BUSINESS OFFICER	00127A	2.0	129,386	2.0	131,516
PROGRAMMING SERVICES OFFICER	00131A	1.0	73,578	1.0	75,128
SENIOR COMPUTER OPERATOR	00318A	2.0	96,014	2.0	97,397
SENIOR DLT BUSINESS OFFICER	00324A	4.0	255,240	4.0	258,898
SUPERVISING DLT BUSINESS OFFICER	00132A	1.0	91,970	1.0	92,427
SUPERVISOR OF OFFICE SERVICES (DLT)	00131A	1.0	74,752	1.0	75,128
ZFTE RECONCILIATION TO AUTHORIZATION	00000A	0.7	0	0.7	0
Subtotal Classified		45.7	3,359,582	45.7	3,407,464
Unclassified					
DIRECTOR- DEPARTMENT OF LABOR AND TRAINING	20948f	1.0	135,000	1.0	135,000

Personnel

Agency: Department Of Labor And Training

Central Management

	FY 2020		FY 2021		
	FTE	Cost	FTE	Cost	
Unclassified					
EXECUTIVE COUNSEL	00839A	1.0	115,456	1.0	115,456
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	4.5	465,080	4.5	466,620
SPECIAL ASSISTANT	00829A	1.0	67,480	1.0	70,260
Subtotal Unclassified		7.5	783,016	7.5	787,336
Subtotal		53.2	4,142,598	53.2	4,194,800
Transfer Out			(4,012,726)		(4,063,094)
Total Salaries			129,872		131,706
Benefits					
FICA			9,936		10,076
Health Benefits			18,461		18,955
Payroll Accrual			757		770
Retiree Health			8,637		7,731
Retirement			35,792		37,811
Subtotal			73,583		75,343
Total Salaries and Benefits		53.2	203,455	53.2	207,049
Cost Per FTE Position			3,824		3,892
Statewide Benefit Assessment			5,130		5,203
Payroll Costs		53.2	208,585	53.2	212,252
Purchased Services					
Legal Services			5,000		5,000
Management & Consultant Services			10,846		10,846
Subtotal			15,846		15,846
Total Personnel		53.2	224,431	53.2	228,098
Distribution by Source of Funds					
General Revenue		53.2	84,205	53.2	84,956
Restricted Receipts		0.0	140,226	0.0	143,142
Total All Funds		53.2	224,431	53.2	228,098

Program Summary

DEPARTMENT OF LABOR & TRAINING

Workforce Development Services

Mission

To administer employment and training service programs to match job seekers with suitable job openings, and employers with suitable workers. To provide up-to-date labor market information to workers, employers and students and to help individuals secure employment.

Description

The Workforce Development Services consists of several sub-programs that are designed to help individuals find meaningful work and assist them with basic skills development and training. Workforce development services are accomplished through activities conducted through the following sub-programs: The Employment Service subprogram provides Rhode Island workers with a broad array of services, including: employment counseling, occupational exploration, aptitude test and performance testing, career guidance, job search workshops, resume writing seminars, and referrals to training programs. Individuals served as a target population such as Veterans or Trade are offered these same services by specialized staff. For example, in serving Veterans these services are provided by representatives who are Veterans and they are given priority for referrals to job openings. The Workforce Innovation and Opportunity Act subprogram provides a variety of employment and training programs to prepare youth, unskilled adults, and dislocated workers for entry or re-entry into the labor force. It offers vocational planning, job search workshops, work readiness training, classroom training, and on-the-job training opportunities. The Trade Adjustment Assistance (TAA) subprogram provides monetary benefits and/or educational assistance to workers who have lost their jobs or whose hours of work and wages have been reduced due to increase imports or a shift in production out of the United States. DLT coordinates with the USDOL's Employment and Training Administration, filing petitions on behalf of the affected worker. TAA services may include job search assistance, educational, interest and aptitude assessment, waivers to training for individuals who pursue employment utilizing their current skills, educational and occupational training, on-the- job training, and relocation allowances and wage supplements. The Alternative Trade Adjustment Assistance program (ATAA) provides additional support services to individuals 50 years of age and older. The RI Works program provides a broad array of services to beneficiaries of Temporary Assistance for Needy Families (TANF) who must work as a first step in their employment plan. Job search skills, resume writing seminars, vocational counseling and a series of work preparation workshops are provided to TANF beneficiaries to help them get a job as quickly as possible. Additional skills building, training and education opportunities are explored once the work requirement has been achieved.

Statutory History

The Federal Social Security Act of 1935 and the Wagner-Peyser Act created state employment service programs. The Workforce Investment Act of 1998 created state job development and training programs. The Trade Act of 1974 created trade related training programs.

Budget

Agency: Department Of Labor And Training

Workforce Development Services

Expenditures by Sub Program	2018 Actuals	2019 Actuals	2020 Enacted Budget	2020 Revised Budget	2021 Recommended
Employment Services	3,639,216	3,611,677	4,040,138	3,965,888	3,603,105
Labor Market Information	727,852	765,654	750,903	817,947	833,327
Veteran Services	665,499	596,619	643,314	561,961	534,990
WIOA & Other Training Programs	20,629,741	17,901,845	21,038,836	30,614,522	19,691,542
Total Expenditures	25,662,308	22,875,795	26,473,191	35,960,318	24,662,964
Expenditures by Object					
Salary and Benefits	9,994,199	9,716,877	11,036,338	10,614,341	11,036,198
Contract Professional Services	234,778	481,152	372,241	201,624	201,624
Operating Supplies and Expenses	2,348,842	3,304,872	3,213,977	4,338,818	2,742,740
Assistance And Grants	13,015,850	9,266,610	11,750,881	20,718,888	10,596,533
Subtotal: Operating	25,593,669	22,769,511	26,373,437	35,873,671	24,577,095
Capital Purchases And Equipment	68,639	11,096	60,493	47,386	46,608
Operating Transfers	0	95,189	39,261	39,261	39,261
Subtotal: Other	68,639	106,285	99,754	86,647	85,869
Total Expenditures	25,662,308	22,875,795	26,473,191	35,960,318	24,662,964
Expenditures by Source of Funds					
General Revenue	640,921	744,420	826,757	826,757	1,178,301
Federal Funds	24,756,709	21,366,666	25,449,292	35,055,746	23,445,003
Other Funds	264,678	764,710	197,142	77,815	39,660
Total Expenditures	25,662,308	22,875,795	26,473,191	35,960,318	24,662,964

Personnel

Agency: Department Of Labor And Training

Workforce Development Services

		FY 2020		FY 2021	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	00124A	1.0	56,263	1.0	56,953
ADMINISTRATOR- OPERATIONS MANAGEMENT	00141A	1.0	109,850	1.0	110,788
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	00129A	7.0	520,542	7.0	525,211
ASSISTANT DIRECTOR FOR LABOR MARKET INFO & MGMT SVS DLT	00139A	1.0	120,766	1.0	121,363
ASSISTANT DIRECTOR FOR PLANNING AND PROGRAM DEVEL (DLT)	00139A	1.0	120,351	1.0	120,937
BUSINESS SERVICES SPECIALIST	00324A	5.0	292,957	5.0	294,416
CHIEF IMPLEMENTATION AIDE	00128A	1.0	64,720	1.0	67,990
CHIEF OF INFORMATION AND PUBLIC RELATIONS	00129A	1.0	72,597	1.0	72,960
CHIEF OF LABOR AND TRAINING OPERATIONS	00134A	4.0	367,413	4.0	371,711
CHIEF OF RESEARCH AND ANALYSIS	00134A	1.0	93,506	1.0	93,965
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	00131A	11.0	858,925	11.0	867,616
DISABLED VETERANS JOB ASSISTANT	00320A	2.0	100,509	2.0	101,010
EMPLOYMENT AND TRAINING ADMINISTRATOR	00135A	1.0	103,297	1.0	103,806
LOCAL VETERANS EMPLOYMENT REPRESENTATIVE	00320A	2.0	98,059	2.0	98,545
MANAGEMENT ASSISTANCE SUPERVISOR	00131A	3.0	233,524	3.0	237,646
OFFICE MANAGER	00123A	1.0	54,594	1.0	54,867
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	00322A	0.0	0	1.0	47,231
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	00323A	35.0	2,007,649	35.0	2,018,052
PRINCIPAL EMPLOYMENT SECURITY INTERVIEWER	00323A	1.0	65,722	1.0	66,040
SENIOR EMPLOYMENT & TRAINING MONITORING & EVAL SPEC	00126A	2.0	125,278	2.0	125,889
SENIOR RESEARCH TECHNICIAN	00323A	3.0	175,960	3.0	176,829
Subtotal Classified		84.0	5,642,482	85.0	5,733,825
Subtotal		84.0	5,642,482	85.0	5,733,825
Transfer Out			(703,286)		(707,168)
Transfer In			1,674,084		1,697,209
Turnover			(138,325)		(66,560)
Total Salaries			6,474,955		6,657,306

Personnel

Agency: Department Of Labor And Training

Workforce Development Services

	FY 2020		FY 2021	
	FTE	Cost	FTE	Cost
Benefits				
FICA		495,189		509,157
Health Benefits		1,156,168		1,287,869
Payroll Accrual		37,685		38,847
Retiree Health		430,580		390,783
Retirement		1,764,003		1,889,262
Subtotal		3,883,625		4,115,918
Total Salaries and Benefits	84.0	10,358,580	85.0	10,773,224
Cost Per FTE Position		123,316		126,744
Statewide Benefit Assessment		255,761		262,974
Payroll Costs	84.0	10,614,341	85.0	11,036,198
Purchased Services				
Information Technology		4,843		4,843
Management & Consultant Services		158,575		158,575
Other Contracts		38,046		38,046
Training and Educational Services		160		160
Subtotal		201,624		201,624
Total Personnel	84.0	10,815,965	85.0	11,237,822
Distribution by Source of Funds				
General Revenue	0.0	0	1.0	83,165
Federal Funds	84.0	10,815,965	84.0	11,154,657
Total All Funds	84.0	10,815,965	85.0	11,237,822

Program Summary

DEPARTMENT OF LABOR & TRAINING

Workforce Regulation & Safety

Mission

To impartially administer the labor laws designed to protect consumers, employees, and employers and to ensure the Rhode Island workplace is a safe, competitive, fair environment to work or conduct business.

Description

The Workforce Regulation & Safety program is charged with enforcing the safety laws and regulations that protect the state's workforce for fair collection of wages, child labor laws, safety in public buildings, trade licensing, apprenticeship training, hazardous substance exposure, weights and measures, and prevailing wage laws. This is accomplished through licensing, inspection programs, informational and educational programs, and enforcement of the various labor laws. The Labor Standards unit enforces labor laws. It provides for worker protection in the areas of wages and hours, including but not limited to payment and collection of wages, minimum wages, and overtime provisions. The division also enforces laws regarding work permits on Sundays and holidays, child labor, parental and family leave, and industrial homework. The Occupational Safety unit safeguards both public and private sector workplace environments by enforcing laws relating to safety compliance, elevators, boilers, hazardous substances, and weights and measures. The Trade Licensing unit licenses numerous technical professions, and monitors and enforces trade laws pertaining to electricians, hoisting engineers, pipefitters, refrigeration technicians, sprinkler fitters, plumbers, sheet metal workers and telecommunications technicians. Staff responsibilities include conducting on-site inspections to safeguard the health, safety, and welfare of the general public. The Registered Apprenticeship unit registers apprenticeship training programs. The apprentice training programs are essential in ensuring the creation of criteria for apprenticed occupations, related instruction and the necessary credentialing for a skilled trade workforce. The apprenticeship program also plays an important role in career and vocational day programs in the middle schools, high schools and charter schools in Rhode Island by introducing young students to alternative career choices by providing on-site informational sessions. The Prevailing Wage unit is responsible for preventing unfair competition and worker exploitation. This is accomplished by enforcing prevailing wage rates for hours worked on public construction projects and ensuring that prevailing wages are paid in accordance with the laws.

Statutory History

In 1939, R.I. General Laws § 42-16 established the Department of Labor and defined its functions. The Department of Labor and the Department of Employment and Training were merged into the Department of Labor and Training, effective August 6, 1996 by 96-H-8219 Sub A.

Budget

Agency: Department Of Labor And Training

Workforce Regulation and Safety

Expenditures by Sub Program	2018 Actuals	2019 Actuals	2020 Enacted Budget	2020 Revised Budget	2021 Recommended
Labor Standards	553,452	709,881	641,075	606,863	1,041,170
Occupational Safety	743,084	931,177	691,723	714,185	732,958
Professional Regulations	1,601,658	2,522,652	1,898,762	1,906,335	2,093,524
Total Expenditures	2,898,194	4,163,710	3,231,560	3,227,383	3,867,652
Expenditures by Object					
Salary and Benefits	2,319,177	3,526,525	2,814,629	2,693,230	3,145,892
Contract Professional Services	45,576	17,772	19,188	142,484	284,068
Operating Supplies and Expenses	522,321	618,507	394,824	388,762	436,100
Assistance And Grants	231	230	349	349	349
Subtotal: Operating	2,887,305	4,163,034	3,228,990	3,224,825	3,866,409
Capital Purchases And Equipment	10,889	676	2,570	2,558	1,243
Subtotal: Other	10,889	676	2,570	2,558	1,243
Total Expenditures	2,898,194	4,163,710	3,231,560	3,227,383	3,867,652
Expenditures by Source of Funds					
General Revenue	2,898,194	4,163,710	3,231,560	3,227,383	3,867,652
Total Expenditures	2,898,194	4,163,710	3,231,560	3,227,383	3,867,652

Personnel

Agency: Department Of Labor And Training

Workforce Regulation and Safety

		FY 2020		FY 2021	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	00324A	1.0	68,275	1.0	68,613
ADMINISTRATOR- OPERATIONS MANAGEMENT	00141A	1.0	110,239	1.0	110,787
APPRENTICESHIP TRAINING COORDINATOR	00324A	1.0	59,441	1.0	59,737
ASSISTANT DIRECTOR DEPARTMENT OF LABOR AND TRAINING	00140A	1.0	105,144	1.0	105,666
CHIEF BOILER AND PRESSURE VESSEL INSPECTOR	00330A	1.0	64,540	1.0	67,090
CHIEF ELECTRICAL INVESTIGATOR (BD. OF EXAM. OF ELECT.)	00330A	1.0	67,563	1.0	69,503
CHIEF ELEVATOR INSPECTOR	00330A	1.0	78,124	1.0	78,513
CHIEF IMPLEMENTATION AIDE	00128A	1.0	63,888	1.0	66,771
CHIEF IMPLEMENTATION AIDE	00328A	1.0	77,886	1.0	78,271
CHIEF LABOR STANDARDS EXAMINER	00330A	1.0	86,200	1.0	86,942
CHIEF LICENSING EXAMINER-DIVISION OF COMM LICEN & REGUL	00333A	1.0	94,249	1.0	94,704
CHIEF MECHANICAL INVESTIGATOR (BD OF MECHANICAL EXAMINERS)	00330A	1.0	77,962	1.0	78,333
CHIEF PLUMBING INVESTIGATOR (BD OF PLUMBING EXAMINERS)	00330A	1.0	82,358	1.0	85,650
CHIEF PREVAILING WAGE INVESTIGATOR	00330A	1.0	83,648	1.0	84,055
CLERK SECRETARY	00B16A	1.0	46,169	1.0	46,399
EMPLOYMENT AND TRAINING ADMINISTRATOR	00135A	1.0	84,113	1.0	87,832
IMPLEMENTATION AIDE	00322A	3.0	179,121	3.0	180,009
INDUSTRIAL SAFETY TECHNICIAN (BOILER INSPECTION)	00322A	1.0	64,122	1.0	64,436
LABOR STANDARDS EXAMINER	00322A	4.0	224,790	7.0	367,601
PREVAILING WAGE INVESTIGATOR	00322A	1.0	55,210	1.0	55,486
SENIOR INDUSTRIAL SAFETY SPECIALIST (DLT)	00328A	1.0	59,817	1.0	62,133
SENIOR PREVAILING WAGE INVESTIGATOR	00327A	1.0	66,576	1.0	66,907
SUPERVISOR APPRENTICESHIP TRAINING PROGRAMS	00327A	2.0	149,004	2.0	149,746
Subtotal Classified		29.0	2,048,439	32.0	2,215,184
Unclassified					
CHIEF HOISTING ENGINEER INVESTIGATOR	00328A	1.0	64,956	1.0	67,530
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	0.5	48,782	1.5	147,321
Subtotal Unclassified		1.5	113,738	2.5	214,851
Subtotal		30.5	2,162,177	34.5	2,430,035
Transfer Out			(839,447)		(849,911)
Transfer In			327,834		332,195

Personnel

Agency: Department Of Labor And Training

Workforce Regulation and Safety

	FY 2020		FY 2021	
	FTE	Cost	FTE	Cost
Total Salaries		1,650,564		1,912,319
Benefits				
FICA		126,173		146,222
Health Benefits		283,321		348,557
Payroll Accrual		9,603		11,144
Retiree Health		109,764		112,251
Retirement		448,605		539,863
Subtotal		977,466		1,158,037
Total Salaries and Benefits	30.5	2,628,030	34.5	3,070,356
Cost Per FTE Position		86,165		88,996
Statewide Benefit Assessment		65,200		75,536
Payroll Costs	30.5	2,693,230	34.5	3,145,892
Purchased Services				
Clerical and Temporary Services		18,616		37,232
Information Technology		1,642		3,284
Management & Consultant Services		112,100		224,200
Other Contracts		9,226		18,452
Training and Educational Services		900		900
Subtotal		142,484		284,068
Total Personnel	30.5	2,835,714	34.5	3,429,960
Distribution by Source of Funds				
General Revenue	30.5	2,835,714	34.5	3,429,960
Total All Funds	30.5	2,835,714	34.5	3,429,960

Program Summary

DEPARTMENT OF LABOR & TRAINING

Income Support

Mission

To administer the income support programs in a timely, efficient, and courteous manner with concentration on continuous improvement. For the Unemployment Insurance program, to comply with the regulations and guidelines established by the United States Department of Labor and to seek methods to excel. For Temporary Disability and Police and Fire programs, to comply with the regulations and guidelines established by state law and to seek methods for program performance improvements.

Description

The mission of the Income Support Program is to provide customers with income support services in a timely, efficient and courteous manner. This mission is accomplished by providing accurate information; by interpreting and applying the state and federal laws, policies, and regulations in a fair and consistent manner for all customers and by maintaining confidentiality of all information. The income support programs provide Unemployment Insurance, Temporary Disability Insurance, and Police and Fire Relief Benefits. Unemployment Insurance provides temporary income support to workers who have lost employment through no fault of their own. While claiming benefits an individual must be able to work, be available for work, be actively seeking employment, and be willing to accept suitable work when it is offered. Applicants must meet a minimum earnings standard and state statute requirements in order to qualify for benefits. Unemployment Insurance benefits are funded from Rhode Island employer contributions based upon their experience rating. Temporary Disability Insurance pays weekly benefits to individuals who are unable to work due to non-work-related illness or injury. The disability must be certified by a qualified healthcare provider (QHP) and the disabled worker must meet a minimum earnings standard in order to qualify for benefits. The Temporary Disability Insurance Program is financed entirely from employee contributions. TDI also provides up to 4 weeks of Temporary Caregiver benefits for individuals to care for a seriously ill child, spouse, domestic partner, parent, parent-in-law, or grandparent or to bond with a newborn child, adopted child or foster child. The Caregiver must provide medical proof of the seriously ill family member and bonding claims must provide proof of relationship with the child to meet eligibility requirements. The minimum earnings standard is the same as for TDI. Police and Fire Relief provides financial compensation to police officers, firefighters, crash rescue personnel, correctional officers and DEM Officers and/or their families for death or disabling injuries. Tuition benefits are also provided for dependent children at any Rhode Island state college or university.

Statutory History

R.I. General Laws § 28-39 through § 28-44 of the Rhode Island General Laws include general provisions relating to Unemployment Insurance and Temporary Disability Insurance programs. RIGL § 45-19 relates to Police and Fire Funds.

Budget

Agency: Department Of Labor And Training

Income Support

Expenditures by Sub Program	2018 Actuals	2019 Actuals	2020 Enacted Budget	2020 Revised Budget	2021 Recommended
Fire and Police	4,219,764	3,781,503	3,811,080	3,810,698	3,837,259
TDI	194,405,200	200,485,810	203,094,524	207,415,375	211,912,701
Unemployment Insurance	165,948,710	165,164,885	178,075,324	169,036,939	174,728,158
Total Expenditures	364,573,674	369,432,198	384,980,928	380,263,013	390,478,119
Expenditures by Object					
Salary and Benefits	19,034,160	18,364,615	17,890,164	18,987,447	20,254,576
Contract Professional Services	1,344,610	949,064	1,265,871	702,373	702,873
Operating Supplies and Expenses	3,300,299	5,890,413	4,633,007	4,581,343	4,644,358
Assistance And Grants	333,342,524	336,865,543	352,931,821	347,731,822	356,616,284
Subtotal: Operating	357,021,593	362,069,635	376,720,863	372,002,985	382,218,091
Capital Purchases And Equipment	111,429	14,207	75,065	75,028	75,028
Operating Transfers	7,440,652	7,348,356	8,185,000	8,185,000	8,185,000
Subtotal: Other	7,552,081	7,362,563	8,260,065	8,260,028	8,260,028
Total Expenditures	364,573,674	369,432,198	384,980,928	380,263,013	390,478,119
Expenditures by Source of Funds					
General Revenue	4,219,764	5,264,184	3,932,826	3,930,688	3,852,380
Federal Funds	13,173,002	12,687,287	12,835,359	10,257,196	13,297,409
Restricted Receipts	2,442,534	1,403,867	2,383,219	3,324,753	1,580,628
Other Funds	344,738,374	350,076,860	365,829,524	362,750,375	371,747,701
Total Expenditures	364,573,674	369,432,198	384,980,928	380,263,013	390,478,119

Personnel

Agency: Department Of Labor And Training

Income Support

		FY 2020		FY 2021	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	00124A	1.0	59,505	1.0	59,801
ADMINISTRATOR- OPERATIONS MANAGEMENT	00141A	1.0	129,532	1.0	130,176
ASSISTANT COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRAMS	00129A	1.0	69,142	1.0	69,486
BENEFIT CLAIMS SPECIALIST	00323A	45.0	2,620,823	45.0	2,640,825
BUSINESS SERVICES SPECIALIST	00324A	2.0	113,220	2.0	113,784
CHIEF IMPLEMENTATION AIDE	00128A	1.0	62,020	1.0	65,062
CHIEF OF LABOR AND TRAINING OPERATIONS	00134A	3.0	267,284	3.0	272,280
CHIEF REFEREE - BOARD OF REVIEW	00138A	1.0	116,734	1.0	117,311
COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRAMS	00131A	1.0	74,754	1.0	75,126
EMPLOYMENT AND TRAINING ADMINISTRATOR	00135A	1.0	102,262	1.0	102,772
EMPLOYMENT AND TRAINING ASSISTANT	00316A	2.0	95,586	2.0	96,056
EMPLOYMENT AND TRAINING FINANCIAL ANALYST	00132A	1.0	77,672	1.0	78,058
EMPLOYMENT AND TRAINING MANAGER	00126A	11.0	694,029	11.0	699,253
EMPLOYMENT & TRAINING INTERVIEWER & INTERPRETER (SPANIS	00320A	10.0	480,605	10.0	492,874
EMPLOYMENT & TRAINING INTERVIEWER & INTERPR (PORTUGUESE	00320A	3.0	141,183	3.0	144,946
FRAUD AND OVERPAYMENT INVESTIGATOR	00321A	4.0	213,551	4.0	214,610
INTERPRETER (SPANISH)	00316A	3.0	132,889	3.0	134,337
LABOR AND TRAINING ADMINISTRATOR	00138A	1.0	112,512	1.0	116,748
NURSING CARE EVALUATOR	00520A	3.0	226,995	3.0	230,825
OFFICE MANAGER	00123A	1.0	65,857	1.0	66,182
PRINCIPAL CLERK-TYPIST	00312A	1.0	39,744	1.0	39,942
PRINCIPAL EMPLOYMENT AND TRAINING MANAGER	00130A	6.0	470,723	6.0	475,389
REFEREE - BOARD OF REVIEW	00137A	3.0	335,133	3.0	336,749
SENIOR EMPLOYMENT AND TRAINING INTERVIEWER	00320A	47.0	2,364,419	47.0	2,385,754
SENIOR EMPLOYMENT AND TRAINING MANAGER	00128A	1.0	61,350	1.0	64,060
SENIOR EMPLOYMENT & TRAINING MONITORING & EVAL SPEC	00126A	7.0	454,712	7.0	456,973
SENIOR RESEARCH TECHNICIAN	00323A	1.0	64,210	1.0	64,529
SENIOR REVENUE POLICY ANALYST (DOR)	00323A	1.0	57,378	1.0	57,664
SENIOR WORD PROCESSING TYPIST	00312A	3.0	118,116	3.0	119,629
Subtotal Classified		166.0	9,821,940	166.0	9,921,201
Unclassified					

Personnel

Agency: Department Of Labor And Training

Income Support

		FY 2020		FY 2021	
		FTE	Cost	FTE	Cost
Unclassified					
CHAIRPERSON MEMBER OF BOARD OF REVIEW (ES)	00837A	1.0	100,289	1.0	54,270
CONFIDENTIAL SECRETARY	00818A	1.0	57,609	1.0	57,896
LEGAL COUNSEL (BOARD OF REVIEW)	00889F	0.5	48,782	0.5	48,782
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	0.5	48,782	0.5	48,782
Subtotal Unclassified		3.0	255,462	3.0	209,730
Subtotal		169.0	10,077,402	169.0	10,130,931
Transfer Out			(1,218,542)		(1,237,773)
Transfer In			2,624,223		2,649,430
Overtime (1.5)			40,400		40,400
Seasonal/Special Salaries/Wages			56,562		56,562
Turnover			(43,706)		(40,807)
Total Salaries			11,536,339		12,278,743
Benefits					
FICA			878,898		891,055
Health Benefits			2,184,194		2,372,227
Payroll Accrual			66,796		71,269
Retiree Health			760,699		715,068
Retirement			3,108,653		3,445,043
Subtotal			6,999,240		7,494,662
Total Salaries and Benefits		169.0	18,535,579	169.0	19,773,405
Cost Per FTE Position			109,678		117,002
Statewide Benefit Assessment			451,868		481,171
Payroll Costs		169.0	18,987,447	169.0	20,254,576
Purchased Services					
Clerical and Temporary Services			34,218		34,218
Information Technology			86,314		86,814
Legal Services			250,000		250,000
Management & Consultant Services			224,200		224,200
Medical Services			50,000		50,000
Other Contracts			57,640		57,640
Subtotal			702,373		702,873
Total Personnel		169.0	19,689,820	169.0	20,957,449

Personnel

Agency: Department Of Labor And Training

Income Support

	FY 2020		FY 2021	
	FTE	Cost	FTE	Cost
Distribution by Source of Funds				
General Revenue	0.0	225,465	0.0	121,735
Federal Funds	94.5	7,072,245	94.5	10,021,527
Restricted Receipts	0.0	3,195,224	0.0	1,491,553
Other Funds	74.5	9,196,885	74.5	9,322,633
Total All Funds	169.0	19,689,820	169.0	20,957,449

Program Summary

DEPARTMENT OF LABOR & TRAINING

Injured Workers Services

Mission

To maintain a Workers' Compensation system that is fair to both employees and employers, that emphasizes and rewards safety in the workplace, that is cost-competitive with insurance coverage for employers available at a low cost, and that is free from fraud and ensures that all employers subject to the Act carry the proper insurance coverage.

Description

The Injured Workers Services program monitors procedures and payments made by insurance carriers to employees unable to work due to job related injury and collects and disseminates statistical data to the Governor's Workers' Compensation Advisory Council to monitor the system. The Division is comprised of the Workers' Compensation Administrative Unit, the Chief Judge Robert F. Arrigan Rehabilitation Center, and the Fraud Prevention and Compliance Unit. The work of the Division includes: vocational and physical rehabilitation assistance, as well as educational seminars, which are available to employers, employees, insurers, attorneys, and medical professionals. The Division also responds to compliance and fraud issues. The Workers' Compensation Administrative Unit monitors all claim filings to ensure proper payment by insurance carriers and maintains all corresponding records and statistical data. It operates a self-insurance program for larger employers who meet certain financial and loss experience criteria. The Unit collects a mandated assessment from insurers and self-insured employers that funds the Division of Workers' Compensation and the Workers' Compensation Court. It also provides limited reimbursement to eligible insurers and claimants. The Education sub-unit provides training services throughout the State for employers and employees for workplace safety and workers' compensation. These services include: assisting employers in developing loss prevention programs and workplace safety committees, maintaining and disseminating a safety video lending library for employers, conducting workers' compensation filing procedure classes and providing information regarding the Workers' Compensation Act. The Unit also has an outreach program to educate high school students on workplace safety and employee rights. These services are funded through the Administrative Fund assessment and are offered at no charge. The Arrigan Rehabilitation Center's Rehabilitation Unit provides broad-based rehabilitation programs for injured workers within the Workers' Compensation System. Services include providing the assessment, evaluation and provision of treatment programs for injured workers. The Arrigan Center provides a recovery program and vocational framework that enables the individual to be sufficiently prepared to seek and sustain employment. Through physical and vocational training, it assists clients to overcome the physical and vocational obstacles that may impede their ability to return to work and to stay employed. The Fraud Prevention and Compliance Unit detects, prevents, and refers for criminal prosecution any suspected fraudulent activity related to Workers' Compensation, and ensures employer and insurer compliance with the requirements of the Workers' Compensation Act.

Statutory History

R.I. General Laws § 28-29 through § 28-38 contain provisions relating to state and municipal employees, report of injuries, benefits, and other aspects of the WC system.

Budget

Agency: Department Of Labor And Training

Injured Workers Services

Expenditures by Sub Program	2018 Actuals	2019 Actuals	2020 Enacted Budget	2020 Revised Budget	2021 Recommended
Education & Rehabilitation	5,054,197	5,112,668	5,106,233	5,940,195	6,190,408
Workers' Comp Compliance	4,008,642	4,402,891	5,467,489	7,051,630	6,170,661
Total Expenditures	9,062,839	9,515,560	10,573,722	12,991,825	12,361,069
Expenditures by Object					
Salary and Benefits	4,313,227	4,666,013	5,618,971	5,324,988	5,395,902
Contract Professional Services	2,320,752	2,502,595	2,469,501	3,608,067	3,614,228
Operating Supplies and Expenses	1,439,657	1,295,747	1,415,347	1,592,158	1,841,036
Assistance And Grants	1,002,809	1,042,498	1,065,396	2,462,105	1,505,396
Subtotal: Operating	9,076,445	9,506,853	10,569,215	12,987,318	12,356,562
Capital Purchases And Equipment	(13,606)	8,707	4,507	4,507	4,507
Subtotal: Other	(13,606)	8,707	4,507	4,507	4,507
Total Expenditures	9,062,839	9,515,560	10,573,722	12,991,825	12,361,069
Expenditures by Source of Funds					
Restricted Receipts	9,062,839	9,515,560	10,573,722	12,991,825	12,361,069
Total Expenditures	9,062,839	9,515,560	10,573,722	12,991,825	12,361,069

Personnel

Agency: Department Of Labor And Training

Injured Workers Services

		FY 2020		FY 2021	
		FTE	Cost	FTE	Cost
Classified					
ASSISTANT ADMINISTRATIVE OFFICER	00321A	1.0	59,559	1.0	59,848
ASSISTANT ADMINISTRATOR OF VOCATIONAL REHAB (REHAB)	00132A	1.0	77,672	1.0	78,058
ASSISTANT ADMINISTRATOR REHABILITATION UNIT	00137A	1.0	110,795	1.0	111,342
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	00129A	1.0	64,560	1.0	67,822
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (COTA)	00320A	2.0	98,058	2.0	98,546
CHIEF ADMINISTRATOR DIVISION OF REHAB AND EDUC (DLT)	00140A	1.0	128,580	1.0	129,207
CHIEF DATA OPERATIONS	00333A	1.0	97,085	1.0	97,558
CHIEF INVESTIGATOR WORKERS COMPENSATION (FRAUD PRV UNT)	0AB38A	1.0	116,891	1.0	117,458
COMPENSATION CLAIMS ANALYST	00322A	3.0	167,455	3.0	169,097
DATA ANALYST II	00138A	1.0	84,846	1.0	84,846
EDUCATION UNIT REPRESENTATIVE	00326A	2.0	133,017	2.0	135,740
EMPLOYMENT AND TRAINING ASSISTANT	00316A	1.0	45,711	1.0	45,938
IMPLEMENTATION AIDE	0AB22A	1.0	58,865	1.0	59,152
INVESTIGATIVE AIDE WORKERS COMPENSATION FRAUD PREV UNIT	00315A	1.0	44,651	1.0	44,874
INVESTIGATOR WORKERS COMPENSATION FRAUD PREV UNIT	0AB30A	6.0	470,353	6.0	475,671
MEDICAL ASSISTANT	00320A	2.0	95,524	2.0	97,825
MEDICAL RECORDS TECHNICIAN	00320A	1.0	48,399	1.0	49,273
PHYSICAL THERAPY ASSISTANT	00320A	5.0	258,240	5.0	260,393
SENIOR WORD PROCESSING TYPIST	00312A	3.0	123,206	3.0	123,820
SUPERVISOR OF VOCATIONAL REHABILITATION (DISAB. DETER.)	00329A	1.0	68,450	1.0	68,790
UNIT CLAIMS MANAGER	00326A	1.0	74,154	1.0	74,518
WORKERS' COMPENSATION PATIENT CARE COORDINATOR	00520A	2.0	170,478	2.0	170,478
Subtotal Classified		39.0	2,596,549	39.0	2,620,254
Subtotal		39.0	2,596,549	39.0	2,620,254
Transfer In			617,976		623,587
Seasonal/Special Salaries/Wages			9,200		9,200
Total Salaries			3,223,725		3,253,041

Personnel

Agency: Department Of Labor And Training

Injured Workers Services

	FY 2020		FY 2021	
	FTE	Cost	FTE	Cost
Benefits				
FICA		246,525		248,786
Health Benefits		618,369		634,375
Payroll Accrual		18,753		18,972
Retiree Health		214,381		190,949
Retirement		875,895		921,281
Subtotal		1,973,923		2,014,363
Total Salaries and Benefits	39.0	5,197,648	39.0	5,267,404
Cost Per FTE Position		133,273		135,062
Statewide Benefit Assessment		127,340		128,498
Payroll Costs	39.0	5,324,988	39.0	5,395,902
Purchased Services				
Clerical and Temporary Services		3,479		3,479
Information Technology		382,291		382,291
Management & Consultant Services		112,100		112,100
Medical Services		1,846,905		1,846,905
Other Contracts		1,205,787		1,211,948
Training and Educational Services		57,505		57,505
Subtotal		3,608,067		3,614,228
Total Personnel	39.0	8,933,055	39.0	9,010,130
Distribution by Source of Funds				
Restricted Receipts	39.0	8,933,055	39.0	9,010,130
Total All Funds	39.0	8,933,055	39.0	9,010,130

Program Summary

DEPARTMENT OF LABOR & TRAINING

Labor Relations Board

Mission

To provide for expeditious resolution of representation election petitions, requests for unit clarification/accretion, and charges of unfair labor practices, through hearings and investigations, in accordance with the provisions of the Rhode Island State Labor Relations Act and its amendments.

Description

The Rhode Island State Labor Relations Act declares that it is the public policy of the State to encourage the practice and procedure of collective bargaining, and to protect employees in the exercise of full freedom of association, self-organization and designation of representatives of their own choosing for the purposes of collective bargaining. It is in the public interest that an equality of bargaining power between the employer and its employees be established and maintained. To that end, the Rhode Island State Labor Relations Board is empowered to make bargaining unit determinations, settle controversies as to employee representation, and to prevent unfair labor practices, through informal hearing, investigation, and the formal hearing process.

Statutory History

The statutory basis for the RI State Labor Relations Board is contained within R.I. General Laws § 28-7, et seq.; § 28-9.1 through § 28-9.7; and § 36-11.

Budget

Agency: Department Of Labor And Training

Labor Relations Board

Expenditures by Sub Program	2018 Actuals	2019 Actuals	2020 Enacted Budget	2020 Revised Budget	2021 Recommended
Labor Relations	415,832	471,970	441,669	441,176	382,908
Total Expenditures	415,832	471,970	441,669	441,176	382,908
Expenditures by Object					
Salary and Benefits	290,955	336,284	383,985	384,206	317,606
Contract Professional Services	71,110	78,101	28,421	31,531	31,531
Operating Supplies and Expenses	53,014	57,585	28,489	25,117	33,449
Assistance And Grants	17	16	22	22	22
Subtotal: Operating	415,096	471,986	440,917	440,876	382,608
Capital Purchases And Equipment	736	(17)	752	300	300
Subtotal: Other	736	(17)	752	300	300
Total Expenditures	415,832	471,970	441,669	441,176	382,908
Expenditures by Source of Funds					
General Revenue	415,832	471,970	441,669	441,176	382,908
Total Expenditures	415,832	471,970	441,669	441,176	382,908

Personnel

Agency: Department Of Labor And Training

Labor Relations Board

		FY 2020		FY 2021	
		FTE	Cost	FTE	Cost
Classified					
LABOR BOARD CASE AGENT	00128A	1.0	79,718	1.0	80,106
Subtotal Classified		1.0	79,718	1.0	80,106
Unclassified					
ADMINISTRATOR LABOR RELATIONS BOARD	00833A	1.0	103,303	1.0	56,265
Subtotal Unclassified		1.0	103,303	1.0	56,265
Subtotal		2.0	183,021	2.0	136,371
Seasonal/Special Salaries/Wages			87,783		87,783
Total Salaries			270,804		224,154
Benefits					
FICA			20,718		17,149
Health Benefits			23,548		24,188
Payroll Accrual			1,436		1,168
Retiree Health			12,171		8,005
Retirement			48,300		37,556
Subtotal			106,173		88,066
Total Salaries and Benefits		2.0	376,977	2.0	312,220
Cost Per FTE Position			188,489		156,110
Statewide Benefit Assessment			7,229		5,386
Payroll Costs		2.0	384,206	2.0	317,606
Purchased Services					
Clerical and Temporary Services			10,470		10,470
Legal Services			21,061		21,061
Subtotal			31,531		31,531
Total Personnel		2.0	415,737	2.0	349,137
Distribution by Source of Funds					
General Revenue		2.0	415,737	2.0	349,137
Total All Funds		2.0	415,737	2.0	349,137

Program Summary

DEPARTMENT OF LABOR & TRAINING

Governor's Workforce Board

Mission

To unify the governing mandates defined by both state and federal legislation and to institute common statewide policies, goals and strategies for the coordination of employment and training programs, employment-associated educational programs and related services for all system stakeholders.

Description

The Governor's Workforce Board is the state's primary policy-making body on workforce development matters. The Governor's Workforce Board invests in a range of initiatives, programs and services serving thousands of Rhode Island businesses and Rhode Islanders annually through Real Jobs RI, Real Pathways RI, Real Skills for Youth, the Work Immersion and Incumbent Worker Training Programs. The Governor's Workforce Board is mandated by statute to utilize funds collected under the Job Development Assessment to invest in initiatives to create a resilient economy while meeting local demand.

Statutory History

R.I. General Laws § 42-102 established the Governor's Workforce Board.

Budget

Agency: Department Of Labor And Training

Governor's Workforce Board

Expenditures by Sub Program	2018 Actuals	2019 Actuals	2020 Enacted Budget	2020 Revised Budget	2021 Recommended
Governor's Workforce Board Operations	17,633,844	26,261,188	22,293,397	25,316,163	31,839,007
Total Expenditures	17,633,844	26,261,188	22,293,397	25,316,163	31,839,007
Expenditures by Object					
Salary and Benefits	3,493,456	3,297,374	4,173,633	4,254,928	4,465,346
Contract Professional Services	210,520	169,199	273,141	197,489	305,114
Operating Supplies and Expenses	306,595	327,039	312,915	1,342,277	2,245,667
Assistance And Grants	13,606,401	22,464,650	17,527,038	19,514,799	24,816,210
Subtotal: Operating	17,616,972	26,258,261	22,286,727	25,309,493	31,832,337
Capital Purchases And Equipment	11,584	2,927	6,670	6,670	6,670
Operating Transfers	5,288	0	0	0	0
Subtotal: Other	16,872	2,927	6,670	6,670	6,670
Total Expenditures	17,633,844	26,261,188	22,293,397	25,316,163	31,839,007
Expenditures by Source of Funds					
General Revenue	0	3,950,000	5,450,000	5,450,000	12,700,000
Restricted Receipts	17,633,844	22,311,188	16,843,397	19,866,163	19,139,007
Total Expenditures	17,633,844	26,261,188	22,293,397	25,316,163	31,839,007

Personnel

Agency: Department Of Labor And Training

Governor's Workforce Board

		FY 2020		FY 2021	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	00124A	1.0	50,893	1.0	52,742
ASSISTANT CHIEF OF PLANNING	00137A	1.0	98,173	1.0	98,663
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	00129A	1.0	81,850	1.0	82,246
CHIEF PROGRAM DEVELOPMENT	00134A	2.0	164,103	2.0	164,520
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	00131A	6.0	416,116	6.0	431,593
LABOR AND TRAINING ADMINISTRATOR	00138A	1.0	84,846	1.0	84,846
Subtotal Classified		12.0	895,981	12.0	914,610
Unclassified					
EXECUTIVE DIRECTOR GOVERNOR'S WORKFORCE BOARD	00839A	1.0	97,544	1.0	103,117
Subtotal Unclassified		1.0	97,544	1.0	103,117
Subtotal		13.0	993,525	13.0	1,017,727
Transfer Out			(229,882)		(236,713)
Transfer In			1,826,570		1,861,694
Turnover			0		66,560
Total Salaries			2,590,213		2,709,268
Benefits					
FICA			198,146		207,256
Health Benefits			466,982		493,916
Payroll Accrual			15,093		15,822
Retiree Health			172,244		159,031
Retirement			709,933		773,039
Subtotal			1,562,398		1,649,064
Total Salaries and Benefits		13.0	4,152,611	13.0	4,358,332
Cost Per FTE Position			319,432		335,256
Statewide Benefit Assessment			102,317		107,014
Payroll Costs		13.0	4,254,928	13.0	4,465,346
Purchased Services					
Management & Consultant Services			89,864		89,864
Other Contracts			107,625		215,250
Subtotal			197,489		305,114
Total Personnel		13.0	4,452,417	13.0	4,770,460

Personnel

Agency: Department Of Labor And Training

Governor's Workforce Board

	FY 2020		FY 2021	
	FTE	Cost	FTE	Cost
Distribution by Source of Funds				
Restricted Receipts	13.0	4,452,417	13.0	4,770,460
Total All Funds	13.0	4,452,417	13.0	4,770,460
