

State of Rhode Island and Providence Plantations

Budget



Fiscal Year 2017

Volume I – General Government and Quasi-Public Agencies

Gina M. Raimondo, Governor

Agency

Department Of Labor And 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 to Rhode Island's job seekers and business community. It executes programs and administers laws governing the following six program areas: Executive Management, Income Support, Workforce Development Services and Worker's Compensation, Workforce Regulation and Safety and the Labor Relations Board.

The Executive Management Program is responsible for strategic planning, policy 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), and the Police and Fire Relief Fund(P&F).

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 program includes the Governor's Workforce Board (State Workforce Investment Board and the Human Resource Investment Council) which 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.

The Workers Compensation Program operates the State's Workers' Compensation System. The Dr. John E. Donley Center provides work hardening rehabilitation services for workers injured on the job. The Workers' Compensation Education unites 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.

Statutory History

R.I.G.L. 42-16 created the department in 1996. R.I.G.L. 42-6 authorizes the appointment of the Director of Labor and Training.

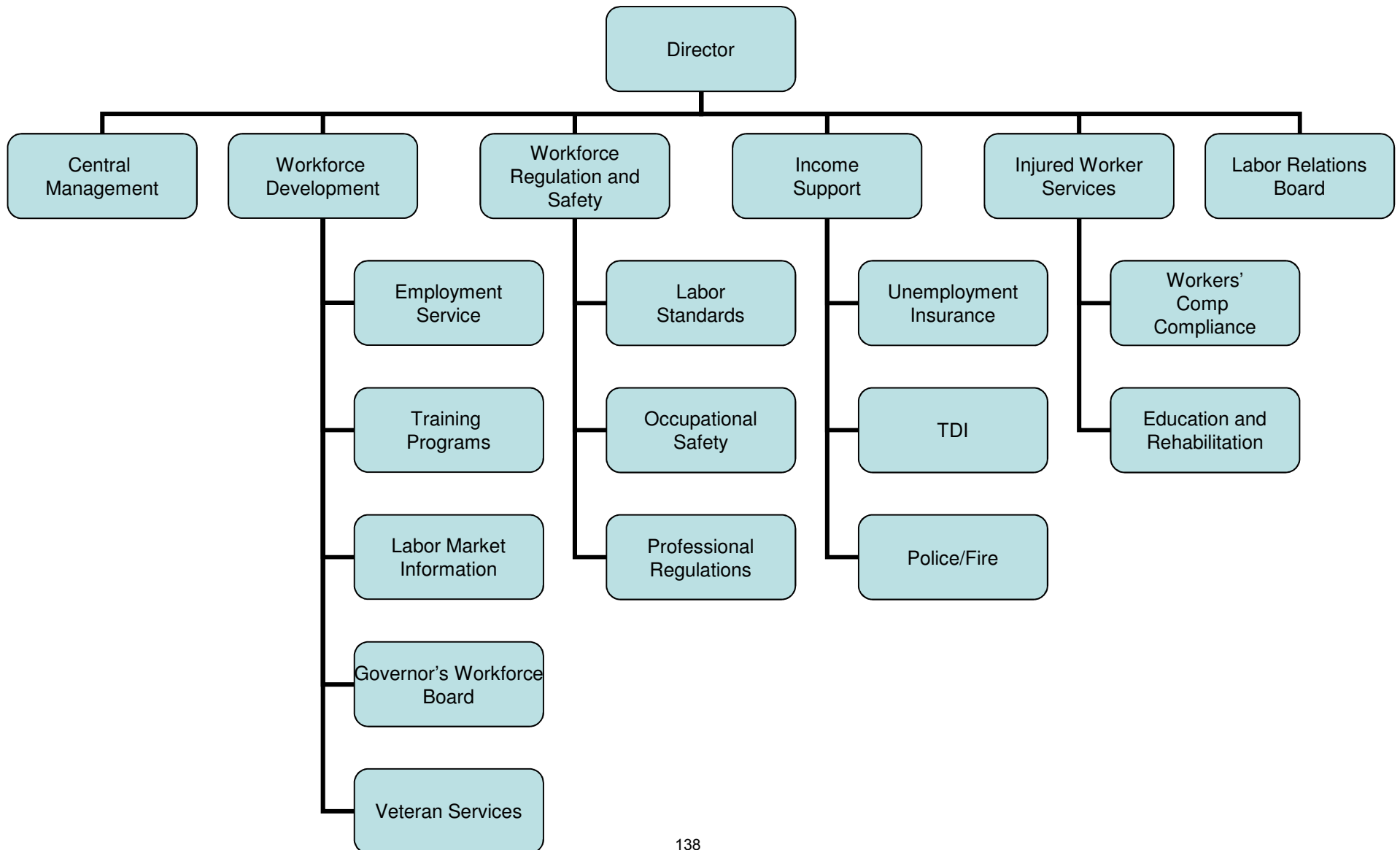
Budget

Department Of Labor And Training

	FY 2014 Audited	FY 2015 Audited	FY 2016 Enacted	FY 2016 Revised	FY 2017 Recommend
Expenditures By Program					
Central Management	697,641	679,226	2,236,803	3,646,830	2,554,448
Workforce Development Services	28,651,030	30,527,203	30,519,841	56,107,453	39,205,719
Workforce Regulation and Safety	3,004,733	2,792,826	2,925,633	2,942,475	2,935,554
Income Support	470,573,459	386,704,180	399,156,134	377,624,865	368,318,420
Injured Workers Services	8,035,081	8,128,507	8,501,946	8,719,425	8,662,501
Labor Relations Board	386,646	381,678	389,651	400,005	402,491
Total Expenditures	\$511,348,590	\$429,213,620	\$443,730,008	\$449,441,053	\$422,079,133
Expenditures By Object					
Personnel	41,823,749	42,208,004	45,969,573	50,668,176	45,919,177
Operating Supplies and Expenses	4,591,947	5,288,429	4,294,723	4,836,096	4,476,159
Assistance and Grants	433,828,590	358,778,871	383,255,728	374,709,020	363,582,771
Aid to Local Units of Government	9,664	76,960	-	-	-
Subtotal: Operating Expenditures	480,253,950	406,352,264	433,520,024	430,213,292	413,978,107
Capital Purchases and Equipment	249,619	839,163	1,953,242	3,840,217	2,012,606
Debt Service (Fixed Charges)	3,024,016	350,259	-	35,000	-
Operating Transfers	27,821,005	21,671,934	8,256,742	15,352,544	6,088,420
Total Expenditures	\$511,348,590	\$429,213,620	\$443,730,008	\$449,441,053	\$422,079,133
Expenditures By Funds					
General Revenue	8,027,721	8,553,272	8,324,769	8,472,717	10,322,779
Federal Funds	72,019,823	35,913,567	38,164,061	56,691,604	38,514,938
Restricted Receipts	36,675,422	35,172,518	21,495,150	39,298,684	23,878,696
Operating Transfers from Other Funds	142,532	225,691	1,756,691	2,743,049	1,905,000
Other Funds	394,483,092	349,348,572	373,989,337	342,234,999	347,457,720
Total Expenditures	\$511,348,590	\$429,213,620	\$443,730,008	\$449,441,053	\$422,079,133
FTE Authorization	410.0	410.0	410.0	416.5	416.5

The Agency

Department of Labor and Training



Personnel

Department Of Labor And Training Agency Summary

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
Classified		400.0	23,965,381	400.0	24,130,969
Unclassified		16.5	1,614,532	16.5	1,618,633
Subtotal		416.5	\$25,579,913	416.5	\$25,749,602
Cost Allocation from Other Programs		71.0	3,560,250	41.0	2,144,593
Cost Allocation to Other Programs		(71.0)	(\$3,560,250)	(41.0)	(\$2,144,593)
Overtime		-	600,000	-	400,000
Turnover		-	(\$935,613)	-	(\$1,898,122)
Subtotal		-	(\$335,613)	-	(\$1,498,122)
Total Salaries		416.5	\$25,244,300	416.5	\$24,251,480
Benefits					
Payroll Accrual			139,817		137,260
FICA			1,885,285		1,910,829
Retiree Health			1,529,079		1,474,773
Health Benefits			4,988,646		4,994,173
Retirement			6,052,583		6,262,190
Subtotal			\$14,595,410		\$14,779,225
Total Salaries and Benefits		416.5	\$39,839,710	416.5	\$39,030,705
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$95,654		\$93,711
Statewide Benefit Assessment			\$1,122,362		\$1,129,664
Payroll Costs		416.5	\$40,962,072	416.5	\$40,160,369
Purchased Services					
Buildings and Ground Maintenance			19,908		20,082
Training and Educational Services			137,550		138,912
Legal Services			300,776		275,816
Other Contracts			334,156		337,108
Information Technology			7,162,156		3,241,509
Clerical and Temporary Services			72,640		62,854
Management & Consultant Services			6,205		6,267
Medical Services			1,672,713		1,676,260
Subtotal			\$9,706,104		\$5,758,808
Total Personnel		416.5	\$50,668,176	416.5	\$45,919,177
Distribution By Source Of Funds					
General Revenue		30.7	\$3,295,773	30.7	\$3,276,896
Federal Funds		280.4	\$26,549,098	270.4	\$23,625,343
Restricted Receipts		53.8	\$14,126,801	53.8	\$12,160,802
Other Funds		51.6	\$6,696,504	61.6	\$6,856,136
Total All Funds		416.5	\$50,668,176	416.5	\$45,919,177

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. [Note: Calendar year 2015 data is as of 10/31/2015.]

	2013	2014	2015	2016	2017
Target	87%	87%	87%	87%	90%
Actual	76.1%	77.3%	84.6%	--	--

Performance for this measure is reported by calendar year.

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. [Note: Calendar year 2015 data is as of 10/31/2015.]

	2013	2014	2015	2016	2017
Target	80%	80%	80%	80%	85%
Actual	23.8%	30.6%	50.1%	--	--

Performance for this measure is reported by calendar year.

UI Call Center Wait Times

The figures below represent the average amount of time a caller spends on hold before reaching an agent in the UI call center. [Note: Calendar year 2015 data is as of 12/16/2015.]

	2013	2014	2015	2016	2017
Target	40 Minutes	33 Minutes	25 Minutes	20 Minutes	15 Minutes
Actual	39 Minutes	30 Minutes	25 Minutes	--	--

Performance for this measure is reported by calendar year.

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. [Note: Calendar year 2015 data is as of 12/15/2015.]

	2013	2014	2015	2016	2017
Target	--	--	--	50%	75%
Actual	10%	10%	30%	--	--

Performance for this measure is reported by calendar year.

Performance Measures

Department Of Labor And Training

Real Jobs Rhode Island Employer Engagement

The figures below represent the number of employers participating in Real Jobs Partnerships.

	2013	2014	2015	2016	2017
Target	--	--	100	80	80
Actual	--	--	186	--	--

Performance for this measure is reported by calendar year.

Real Jobs Rhode Island Job Placements

The figures below represent job placements through Real Jobs Partnerships.

	2013	2014	2015	2016	2017
Target	--	--	--	600	1,000
Actual	--	--	--	--	--

Performance for this measure is reported by calendar year.

The Program

Department Of Labor And Training Central Management

Program 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.

Program Description

Organized through the Director's office, the Executive Management Program provides leadership, management, planning and program oversight for all departmental activities. An important aspect of the Executive Management program involves the sharing of information with the Department and the Governor's staff, other department directors and agency heads, U.S. Department of Labor representatives, state and federal legislators, local employment and training officials and professional service organizations.

The Executive Management Program provides administrative services for the Department including, legal services, purchasing, facilities and financial management. The Legal Services unit litigates for the department, interprets law and regulations, and provides counsel to the Director and staff on complex legal issues. The Facilities Management and Purchasing Units manage purchasing functions, operate a central stock and mail room, coordinate the maintenance and support of facilities, incident response and management, and other ancillary services. The Financial Management unit prepares the department's budgets, performs appropriation control and cash management functions, and is responsible for all federal and state financial reporting requirements. The Human Resources, Facilities Management and Information Systems functions are centralized functions and are administered in collaboration with the Department of Administration. The Human Resources unit processes all personnel actions, maintains central personnel files and assists with labor relations. The Information Services unit provides the coordination, planning, technical evaluation and implementation of information systems.

Statutory History

Title 42 of the Rhode Island General Laws establishes the responsibilities of the Director.

The Budget

Department Of Labor And Training Central Management

	2014 Audited	2015 Audited	2016 Enacted	2016 Revised	2017 Recommend
Expenditures By Subprogram					
Operations	697,641	679,226	2,236,803	3,646,830	2,554,448
Total Expenditures	\$697,641	\$679,226	\$2,236,803	\$3,646,830	\$2,554,448
Expenditures By Object					
Personnel	527,197	425,454	451,393	612,256	620,811
Operating Supplies and Expenses	168,622	178,898	27,494	31,983	25,117
Assistance and Grants	1,189	1,176	1,216	1,188	1,199
Subtotal: Operating Expenditures	697,008	605,528	480,103	645,427	647,127
Capital Purchases and Equipment	633	73,698	1,756,700	3,001,403	1,907,321
Total Expenditures	\$697,641	\$679,226	\$2,236,803	\$3,646,830	\$2,554,448
Expenditures By Funds					
General Revenue	79,654	102,981	110,537	118,979	120,134
Restricted Receipts	475,455	350,554	369,575	784,802	529,314
Operating Transfers from Other Funds	142,532	225,691	1,756,691	2,743,049	1,905,000
Total Expenditures	\$697,641	\$679,226	\$2,236,803	\$3,646,830	\$2,554,448

Personnel

Department Of Labor And Training Central Management

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
Classified					
CHIEF ADMINISTRATOR DIVISION OF REHAB AND	00140A	0.1	11,951	0.1	11,951
FISCAL MANAGEMENT OFFICER	00B26A	2.0	148,010	2.0	148,411
SENIOR DLT BUSINESS OFFICER	00324A	0.4	24,738	0.4	24,738
OFFICE MANAGER	00123A	0.2	9,939	0.2	9,939
Subtotal		2.7	\$194,638	2.7	\$195,039
Unclassified					
EXECUTIVE COUNSEL	00839A	0.2	21,539	0.2	21,539
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	0.8	80,887	0.8	81,020
FISCAL MANAGEMENT OFFICER	00E24A	0.5	38,294	0.5	38,294
Subtotal		1.5	\$140,720	1.5	\$140,853
Total Salaries		4.2	\$335,358	4.2	\$335,892
Benefits					
Payroll Accrual			1,914		1,943
FICA			25,639		25,678
Retiree Health			20,007		20,039
Health Benefits			79,058		80,245
Retirement			82,582		88,419
Subtotal			\$209,200		\$216,324
Total Salaries and Benefits		4.2	\$544,558	4.2	\$552,216
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$129,657		\$131,480
Statewide Benefit Assessment			\$15,418		\$15,948
Payroll Costs		4.2	\$559,976	4.2	\$568,164
Purchased Services					
Information Technology			187		188
Clerical and Temporary Services			22		22
Legal Services			15,005		15,005
Other Contracts			36,860		37,225
Buildings and Ground Maintenance			206		207
Subtotal			\$52,280		\$52,647
Total Personnel		4.2	\$612,256	4.2	\$620,811
Distribution By Source Of Funds					
General Revenue		0.8	\$113,131	0.8	\$114,227
Restricted Receipts		3.4	\$499,125	3.4	\$506,584
Total All Funds		4.2	\$612,256	4.2	\$620,811

The Program

Department Of Labor And Training Workforce Development Services

Program 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.

Program Description

The Workforce Development Services program 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 our customers 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.

The Workforce Investment Act, now known as 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.

Rhode Island recently launched its new workforce development initiative known as Real Jobs RI. Real Jobs RI invites employers within an industry to come together to identify common workforce challenges. Working backwards from employer demand ensures that Rhode Island job seekers receive training and services that are aligned to in-demand occupations and actual 'real' job openings.

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 the Trade Act. R.I.G.L. 42-102 created the RI Works program.

The Budget

Department Of Labor And Training Workforce Development Services

	2014 Audited	2015 Audited	2016 Enacted	2016 Revised	2017 Recommend
Expenditures By Subprogram					
Employment Services	3,296,784	3,697,180	3,811,977	4,779,331	4,764,598
WIOA & Other Training Programs	15,884,133	16,918,393	15,121,887	33,266,770	20,829,686
Labor Market Information	659,303	702,011	633,805	607,188	638,310
Governor's Workforce Board RI	8,304,590	8,549,812	10,339,896	16,748,327	12,211,881
Veteran Services	506,220	659,807	612,276	705,837	761,244
Total Expenditures	\$28,651,030	\$30,527,203	\$30,519,841	\$56,107,453	\$39,205,719
Expenditures By Object					
Personnel	11,212,489	11,567,491	12,693,871	13,802,282	13,798,812
Operating Supplies and Expenses	1,480,944	1,829,065	1,641,349	1,821,514	1,664,440
Assistance and Grants	15,635,614	16,632,086	15,883,293	40,342,092	23,599,560
Aid to Local Units of Government	9,664	76,960	-	-	-
Subtotal: Operating Expenditures	28,338,711	30,105,602	30,218,513	55,965,888	39,062,812
Capital Purchases and Equipment	59,150	337,124	44,586	56,771	57,264
Operating Transfers	253,169	84,477	256,742	84,794	85,643
Total Expenditures	\$28,651,030	\$30,527,203	\$30,519,841	\$56,107,453	\$39,205,719
Expenditures By Funds					
General Revenue	295,165	955,748	704,517	869,462	2,704,517
Federal Funds	20,082,268	20,990,316	19,475,428	38,266,732	24,185,279
Restricted Receipts	8,304,590	8,549,812	10,339,896	16,748,327	12,211,881
Other Funds	(30,993)	31,327	-	222,932	104,042
Total Expenditures	\$28,651,030	\$30,527,203	\$30,519,841	\$56,107,453	\$39,205,719

Personnel

Department Of Labor And Training Workforce Development Services

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
Classified					
DEPUTY DIRECTOR (DLT)	00144A	0.2	28,196	0.2	28,196
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT	00141A	0.3	35,811	0.3	35,811
ASSISTANT DIRECTOR FOR LABOR MARKET INFO	00139A	0.7	78,495	0.7	78,495
ASSISTANT DIRECTOR FOR EMPLOYMENT &	00139A	1.0	110,160	1.0	110,739
ASSISTANT DIRECTOR FOR PLANNING AND	00139A	0.2	20,428	0.2	20,428
ADMINISTRATOR, FINANCIAL MANAGEMENT	00137A	1.5	147,392	1.5	147,392
CHIEF OF LABOR AND TRAINING OPERATIONS	00134A	4.0	354,267	4.0	355,166
EMPLOYMENT AND TRAINING ADMINISTRATOR	00135A	4.0	347,949	4.0	347,949
CHIEF OF RESEARCH AND ANALYSIS	00134A	0.6	52,123	0.6	52,123
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	00137A	0.2	17,223	0.2	17,223
SUPERVISING DLT BUSINESS OFFICER	00132A	0.2	17,083	0.2	17,083
MANAGEMENT ASSISTANCE SUPERVISOR	00131A	1.0	82,611	1.0	82,611
CHIEF PROGRAM DEVELOPMENT	00134A	1.0	81,787	1.0	82,221
COORDINATOR OF EMPLOYMENT AND TRAINING	00131A	13.7	1,011,842	13.7	1,020,568
ASSISTANT COORDINATOR OF EMPLOYMENT AND	00129A	5.4	385,230	5.4	388,113
SUPERVISOR OF OFFICE SERVICES (DLT)	00131A	0.2	13,876	0.2	13,876
CHIEF IMPLEMENTATION AIDE	00128A	2.4	161,545	2.4	161,888
PRINCIPAL DLT BUSINESS OFFICER	00127A	0.5	33,273	0.5	33,273
PROGRAMMING SERVICES OFFICER	00131A	1.0	65,290	1.0	65,290
MANAGER OF PRINTING AND OTHER SERVICES	00125A	0.1	6,418	0.1	6,418
SENIOR DLT BUSINESS OFFICER	00324A	2.5	155,432	2.5	155,760
PRINCIPAL RESEARCH TECHNICIAN	00127A ¹	3.0	184,236	3.0	184,236
SENIOR EMPLOYMENT AND TRAINING MANAGER	00128A	1.9	114,731	1.9	114,731
SENIOR RESEARCH TECHNICIAN	00323A	1.0	59,418	1.0	59,418
SENIOR EMPLOYMENT & TRAINING MONITORING	00126A ²	6.0	336,112	6.0	338,077
DLT BUSINESS OFFICER	00321A	0.6	33,594	0.6	33,594
BUSINESS SERVICES SPECIALIST	00324A	14.0	775,076	14.0	777,258
PRINCIPAL EMPLOYMENT AND TRAINING	00323A	34.3	1,853,783	34.3	1,864,360
SENIOR COMPUTER OPERATOR	00318A	0.2	9,856	0.2	9,856
OFFICE MANAGER	00123A	3.1	152,135	3.1	152,370
RESEARCH TECHNICIAN	00319A	1.9	91,743	1.9	91,977
EMPLOYMENT AND TRAINING ASSISTANT	00316A	0.6	28,881	0.6	28,881
EMPLOYMENT & TRAINING INTERVIEWER &	00320A	1.0	47,780	1.0	47,780
LOCAL VETERANS EMPLOYMENT	00320A	2.0	93,287	2.0	93,781
DISABLED VETERANS JOB ASSISTANT	00320A	5.0	211,275	5.0	214,702
ASSISTANT ADMINISTRATOR, STATE EMPLOYEES	03637A	0.2	7,984	0.2	7,984
CENTRAL MAIL ROOM CLERK	00311G	0.2	7,256	0.2	7,256
Subtotal		115.7	\$7,213,578	115.7	\$7,246,884
Unclassified					
DIRECTOR, DEPARTMENT OF LABOR AND	00948KF	0.2	27,000	0.2	27,000
EXECUTIVE COUNSEL	00839A	0.1	10,769	0.1	10,769
EXECUTIVE DIRECTOR GOVERNOR'S WORKFORCE	00839A	1.0	102,564	1.0	103,109
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	0.3	28,211	0.3	28,211
SPECIAL ASSISTANT	00829A	0.2	13,747	0.2	13,747
Subtotal		1.8	\$182,291	1.8	\$182,836

Personnel

Department Of Labor And Training Workforce Development Services

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
Cost Allocation from Other Programs		28.0	1,386,789	17.0	848,424
Cost Allocation to Other Programs		(1.0)	(59,000)	-	-
Turnover		-	(370,059)	-	(93,373)
Subtotal		27.0	\$957,730	17.0	\$755,051
Total Salaries		144.5	\$8,353,599	134.5	\$8,184,771
Benefits					
Payroll Accrual			46,719		46,134
FICA			639,096		625,875
Retiree Health			506,422		488,437
Health Benefits			1,649,076		1,738,497
Retirement			2,058,785		2,153,085
Subtotal			\$4,900,098		\$5,052,028
Total Salaries and Benefits		144.5	\$13,253,697	134.5	\$13,236,799
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$91,721		\$98,415
Statewide Benefit Assessment			\$376,779		\$388,634
Payroll Costs		144.5	\$13,630,476	134.5	\$13,625,433
Purchased Services					
Information Technology			7,547		7,621
Clerical and Temporary Services			1,086		1,096
Management & Consultant Services			6,124		6,185
Legal Services			204		207
Other Contracts			148,255		149,618
Buildings and Ground Maintenance			8,590		8,652
Subtotal			\$171,806		\$173,379
Total Personnel		144.5	\$13,802,282	134.5	\$13,798,812
Distribution By Source Of Funds					
Federal Funds		135.0	\$10,646,836	125.0	\$11,184,325
Restricted Receipts		8.5	\$3,084,771	8.5	\$2,519,485
Other Funds		1.0	\$70,675	1.0	\$95,002
Total All Funds		144.5	\$13,802,282	134.5	\$13,798,812

1 1.0 FTE Position for the State Workforce and Education Alignment Project (SWEAP)

2 2.0 FTE Positions for Grant Monitoring and Evaluation

The Program

Department Of Labor And Training Workforce Regulation and Safety

Program 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.

Program Description

Workforce Regulation & Safety is a regulatory division charged with enforcing the safety laws 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.G.L. 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.

The Budget

Department Of Labor And Training Workforce Regulation and Safety

	2014 Audited	2015 Audited	2016 Enacted	2016 Revised	2017 Recommend
Expenditures By Subprogram					
Labor Standards	444,596	453,196	467,139	303,994	326,344
Occupational Safety	1,186,100	796,122	837,395	702,784	705,118
Professional Regulations	1,374,037	1,543,508	1,621,099	1,935,697	1,904,092
Total Expenditures	\$3,004,733	\$2,792,826	\$2,925,633	\$2,942,475	\$2,935,554
Expenditures By Object					
Personnel	2,878,113	2,538,312	2,809,516	2,703,666	2,675,995
Operating Supplies and Expenses	126,080	234,397	115,385	218,492	239,041
Assistance and Grants	447	374	621	366	370
Subtotal: Operating Expenditures	3,004,640	2,773,083	2,925,522	2,922,524	2,915,406
Capital Purchases and Equipment	93	17,020	111	17,201	17,371
Operating Transfers	-	2,723	-	2,750	2,777
Total Expenditures	\$3,004,733	\$2,792,826	\$2,925,633	\$2,942,475	\$2,935,554
Expenditures By Funds					
General Revenue	3,004,733	2,792,826	2,925,633	2,942,475	2,935,554
Total Expenditures	\$3,004,733	\$2,792,826	\$2,925,633	\$2,942,475	\$2,935,554

Personnel

Department Of Labor And Training Workforce Regulation and Safety

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
Classified					
DEPUTY DIRECTOR (DLT)	00144A	0.2	28,196	0.2	28,196
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT	00141A	0.1	11,937	0.1	11,937
ASSISTANT DIRECTOR FOR PLANNING AND	00139A	0.2	20,428	0.2	20,428
ASSISTANT DIRECTOR DEPARTMENT OF LABOR	00140A	1.0	97,588	1.0	98,106
EMPLOYMENT AND TRAINING ADMINISTRATOR	00135A	1.0	96,928	1.0	96,928
CHIEF OF LABOR AND TRAINING OPERATIONS	00134A	1.0	93,470	1.0	93,966
ADMINISTRATOR, FINANCIAL MANAGEMENT	00137A	0.1	9,112	0.1	9,112
CHIEF LICENSING EXAMINER-DIVISION OF COMM	00333A	1.0	87,677	1.0	88,128
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	00137A	0.2	17,223	0.2	17,223
SUPERVISING DLT BUSINESS OFFICER	00132A	0.1	8,541	0.1	8,541
COORDINATOR OF EMPLOYMENT AND TRAINING	00131A	0.2	16,557	0.2	16,557
CHIEF LABOR STANDARDS EXAMINER	00330A	1.0	79,909	1.0	80,329
CHIEF BOILER AND PRESSURE VESSEL INSPECTOR	00330A	1.0	79,102	1.0	79,522
ASSISTANT CHIEF OF PLANNING	00137A	1.0	78,697	1.0	81,996
CHIEF PREVAILING WAGE INVESTIGATOR	00330A	1.0	77,780	1.0	78,182
CHIEF PLUMBING INVESTIGATOR (BD OF	00330A	1.0	75,339	1.0	75,723
CHIEF ELEVATOR INSPECTOR	00330A	1.0	72,511	1.0	72,895
ASSISTANT COORDINATOR OF EMPLOYMENT AND	00129A	0.2	14,352	0.2	14,352
CHIEF IMPLEMENTATION AIDE	00128A	0.2	14,042	0.2	14,042
SUPERVISOR OF OFFICE SERVICES (DLT)	00131A	0.1	6,938	0.1	6,938
CHIEF ELECTRICAL INVESTIGATOR (BD. OF EXAM.	00330A	1.0	69,215	1.0	69,582
CHIEF MECHANICAL INVESTIGATOR (BD OF	00330A	1.0	69,215	1.0	69,582
CHIEF IMPLEMENTATION AIDE	00328A	1.0	67,835	1.0	71,103
SEASONAL CHIEF ELECTRICAL INVESTIGATOR	00245H	1.0	66,942	1.0	67,297
MANAGER OF PRINTING AND OTHER SERVICES	00125A	0.2	12,835	0.2	12,835
SUPERVISOR APPRENTICESHIP TRAINING	00327A	1.0	63,090	1.0	65,502
SENIOR INDUSTRIAL SAFETY SPECIALIST (DLT)	00328A	1.0	61,149	1.0	61,473
PRINCIPAL DLT BUSINESS OFFICER	00127A	0.1	5,877	0.1	5,877
IMPLEMENTATION AIDE	00322A	2.0	113,156	2.0	113,467
APPRENTICESHIP TRAINING COORDINATOR	00324A	1.0	55,169	1.0	55,462
LEGAL ASSISTANT	00319A	0.2	10,586	0.2	10,586
CHIEF COMPLIANCE INSPECTOR	00330A	1.0	50,856	1.0	50,856
INDUSTRIAL SAFETY SPECIALIST (OCCUPATIONAL	00322A	3.0	151,289	3.0	152,092
PREVAILING WAGE INVESTIGATOR	00322A	2.0	100,046	2.0	100,577
CLERK SECRETARY	00B16A	1.0	49,682	1.0	51,407
SENIOR COMPUTER OPERATOR	00318A	0.1	4,928	0.1	4,928
EMPLOYMENT AND TRAINING ASSISTANT	00316A	0.3	14,441	0.3	14,441
OFFICE MANAGER	00123A	0.8	38,104	0.8	38,104
DLT BUSINESS OFFICER	00321A	1.2	56,126	1.2	56,126
LABOR STANDARDS EXAMINER	00322A	3	112,530	1.0	49,230
INTERPRETER (SPANISH)	00316A	1.0	38,234	2.5	103,986
CENTRAL MAIL ROOM CLERK	00311G	0.1	3,628	0.1	3,628
Subtotal		34.1	\$2,201,260	34.1	\$2,221,242
Unclassified					
DIRECTOR, DEPARTMENT OF LABOR AND	00948KF	0.1	13,500	0.1	13,500

Personnel

Department Of Labor And Training Workforce Regulation and Safety

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
EXECUTIVE COUNSEL	00839A	0.3	32,308	0.3	32,308
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	1.1	105,565	1.1	105,565
STAFF ATTORNEY III	00889F	0.2	16,397	0.2	16,397
CHIEF HOISTING ENGINEER INVESTIGATOR	00328A	1.0	69,215	1.0	69,582
SPECIAL ASSISTANT	00829A	0.1	6,874	0.1	6,874
Subtotal		2.8	\$243,859	2.8	\$244,226
Cost Allocation to Other Programs		(10.0)	(501,250)	(10.0)	(594,593)
Turnover		-	(248,019)	-	(259,997)
Subtotal		(10.0)	(\$749,269)	(10.0)	(\$854,590)
Total Salaries		26.9	\$1,695,850	26.9	\$1,610,878
Benefits					
Payroll Accrual			9,695		9,417
FICA			129,730		124,473
Retiree Health			101,241		97,134
Health Benefits			254,673		311,452
Retirement			417,852		428,572
Subtotal			\$913,191		\$971,048
Total Salaries and Benefits		26.9	\$2,609,041	26.9	\$2,581,926
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$96,990		\$95,982
Statewide Benefit Assessment			\$78,010		\$77,286
Payroll Costs		26.9	\$2,687,051	26.9	\$2,659,212
Purchased Services					
Information Technology			1,987		2,008
Clerical and Temporary Services			3,593		3,631
Legal Services			2,972		3,002
Other Contracts			5,929		5,987
Buildings and Ground Maintenance			2,134		2,155
Subtotal			\$16,615		\$16,783
Total Personnel		26.9	\$2,703,666	26.9	\$2,675,995
Distribution By Source Of Funds					
General Revenue		26.9	\$2,703,666	26.9	\$2,675,995
Total All Funds		26.9	\$2,703,666	26.9	\$2,675,995

3 1.5 FTE positions for Misclassification Task Force

The Program

Department Of Labor And Training Income Support

Program 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.

Program 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

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

The Budget

Department Of Labor And Training Income Support

	2014 Audited	2015 Audited	2016 Enacted	2016 Revised	2017 Recommend
Expenditures By Subprogram					
Unemployment Insurance	296,137,622	201,700,842	200,972,366	189,871,002	177,204,659
TDI	170,174,314	180,683,299	193,989,337	183,612,067	186,953,678
Fire and Police	4,261,523	4,320,039	4,194,431	4,141,796	4,160,083
Total Expenditures	\$470,573,459	\$386,704,180	\$399,156,134	\$377,624,865	\$368,318,420
Expenditures By Object					
Personnel	20,827,643	21,333,448	23,126,435	26,471,223	21,776,161
Operating Supplies and Expenses	2,509,486	2,661,233	2,143,911	2,357,729	2,160,931
Assistance and Grants	416,460,367	340,490,310	365,739,680	332,734,890	338,351,151
Subtotal: Operating Expenditures	439,797,496	364,484,991	391,010,026	361,563,842	362,288,243
Capital Purchases and Equipment	184,111	284,196	146,108	761,023	30,177
Debt Service (Fixed Charges)	3,024,016	350,259	-	35,000	-
Operating Transfers	27,567,836	21,584,734	8,000,000	15,265,000	6,000,000
Total Expenditures	\$470,573,459	\$386,704,180	\$399,156,134	\$377,624,865	\$368,318,420
Expenditures By Funds					
General Revenue	4,261,523	4,320,039	4,194,431	4,141,796	4,160,083
Federal Funds	51,937,555	14,923,251	18,688,633	18,424,872	14,329,659
Restricted Receipts	19,860,296	18,143,645	2,283,733	13,046,130	2,475,000
Other Funds	394,514,085	349,317,245	373,989,337	342,012,067	347,353,678
Total Expenditures	\$470,573,459	\$386,704,180	\$399,156,134	\$377,624,865	\$368,318,420

Personnel

Department Of Labor And Training Income Support

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
Classified					
DEPUTY DIRECTOR (DLT)	00144A	0.5	70,491	0.5	70,491
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT ADMINISTRATOR, OPERATIONS MANAGEMENT	00141A	0.5	59,685	0.5	59,685
ASSISTANT DIRECTOR FOR LABOR MARKET INFO	00139A	0.3	33,641	0.3	33,641
CHIEF REFEREE - BOARD OF REVIEW	00138A	1.0	108,393	1.0	108,965
ASSISTANT DIRECTOR FOR PLANNING AND REFEREE - BOARD OF REVIEW	00139A	0.5	51,070	0.5	51,070
EMPLOYMENT AND TRAINING ADMINISTRATOR	00137A	6.0	585,132	6.0	588,183
ADMINISTRATOR, FINANCIAL MANAGEMENT	00135A	2.0	191,190	2.0	192,167
CHIEF OF LABOR AND TRAINING OPERATIONS	00137A	0.4	37,637	0.4	37,637
CHIEF OF RESEARCH AND ANALYSIS	00134A	2.0	175,854	2.0	176,774
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	00134A	0.4	34,748	0.4	34,748
SUPERVISING DLT BUSINESS OFFICER	00137A	0.5	43,056	0.5	43,056
COORDINATOR OF EMPLOYMENT AND TRAINING	00132A	0.6	51,248	0.6	51,248
PRINCIPAL EMPLOYMENT AND TRAINING	00131A	1.9	154,730	1.9	154,730
NURSING CARE EVALUATOR	00130A	4.0	307,166	4.0	308,777
ASSISTANT COORDINATOR OF UNEMPLOYMENT	00520A	2.0	152,044	2.0	155,045
ASSISTANT COORDINATOR OF EMPLOYMENT AND CHIEF IMPLEMENTATION AIDE	00129A	1.0	73,798	1.0	74,190
COORDINATOR OF UNEMPLOYMENT INSURANCE	00129A	1.2	86,109	1.2	86,109
SUPERVISOR OF OFFICE SERVICES (DLT)	00128A	1.2	84,250	1.2	84,250
SENIOR EMPLOYMENT AND TRAINING MANAGER	00131A	1.0	69,381	1.0	69,750
SENIOR EMPLOYMENT & TRAINING MONITORING	00131A	0.6	41,628	0.6	41,628
PRINCIPAL DLT BUSINESS OFFICER	00128A	3.1	204,683	3.1	205,714
MANAGER OF PRINTING AND OTHER SERVICES	00126A	5.0	328,745	5.0	330,479
SENIOR DLT BUSINESS OFFICER	00127A	1.3	85,472	1.3	85,472
EMPLOYMENT AND TRAINING MANAGER	00125A	0.5	32,088	0.5	32,088
SENIOR RESEARCH TECHNICIAN	00324A	1.1	68,177	1.1	68,177
IMPLEMENTATION AIDE	00126A	11.0	656,978	11.0	664,091
OFFICE MANAGER	00323A	1.0	59,595	1.0	59,595
BENEFIT CLAIMS SPECIALIST	00322A	1.0	55,445	1.0	55,729
LEGAL ASSISTANT	00123A	2.8	153,118	2.8	153,722
RESEARCH TECHNICIAN	00323A	51.0	2,765,278	51.0	2,791,401
PRINCIPAL EMPLOYMENT AND TRAINING DLT BUSINESS OFFICER	00319A	0.8	42,344	0.8	42,344
FRAUD AND OVERPAYMENT INVESTIGATOR	00319A	0.1	5,293	0.1	5,293
SENIOR COMPUTER OPERATOR	00323A	10.7	562,128	10.7	568,580
EMPLOYMENT AND TRAINING ASSISTANT	00321A	2.6	133,571	2.6	133,571
EMPLOYMENT & TRAINING INTERVIEWER & INTERPRETER (SPANISH)	00321A	6.0	297,142	6.0	298,719
PRINCIPAL CLERK-TYPIST	00318A	0.6	29,567	0.6	29,567
CENTRAL MAIL ROOM CLERK	00316A	2.8	135,021	2.8	135,273
	00320A	57.8	2,733,868	57.8	2,753,876
	00320A	1.0	45,506	1.0	45,747
	00323A	2.2	95,484	2.2	97,091
	00320A	5.0	207,201	5.0	213,465
	00316A	3.0	119,582	3.0	121,654
	00312A	1.0	36,887	1.0	37,083
	00311G	0.6	21,767	0.6	21,767

Personnel

Department Of Labor And Training Income Support

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
SENIOR WORD PROCESSING TYPIST	00312A	4.0	144,074	4.0	146,603
Subtotal		205.6	\$11,656,398	205.6	\$11,745,378
Unclassified					
DIRECTOR, DEPARTMENT OF LABOR AND	00948KF	0.6	81,000	0.6	81,000
LEGAL COUNSEL (BOARD OF REVIEW)	00889F	0.5	54,209	0.5	54,354
EXECUTIVE COUNSEL	00839A	0.4	43,077	0.4	43,077
MEMBER, BOARD OF REVIEW (ES)	00835A	2.0	203,748	2.0	204,822
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	1.7	166,663	1.7	166,784
CHAIRPERSON MEMBER OF BOARD OF REVIEW	00837A	1.0	93,081	1.0	93,575
STAFF ATTORNEY III	00889F	0.6	49,190	0.6	49,190
SPECIAL ASSISTANT	00829A	0.6	41,242	0.6	41,242
CONFIDENTIAL SECRETARY	00818A	1.0	53,469	1.0	53,753
Subtotal		8.4	\$785,679	8.4	\$787,797
Cost Allocation from Other Programs		43.0	2,173,461	24.0	1,296,169
Cost Allocation to Other Programs		(60.0)	(3,000,000)	(31.0)	(1,550,000)
Overtime		-	600,000	-	400,000
Turnover		-	(296,484)	-	(1,473,539)
Subtotal		(17.0)	(\$523,023)	(7.0)	(\$1,327,370)
Total Salaries		197.0	\$11,919,054	207.0	\$11,205,805
Benefits					
Payroll Accrual			64,686		62,903
FICA			865,881		911,874
Retiree Health			675,756		645,107
Health Benefits			2,444,473		2,298,584
Retirement			2,789,010		2,846,213
Subtotal			\$6,839,806		\$6,764,681
Total Salaries and Benefits		197.0	\$18,758,860	207.0	\$17,970,486
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$95,223		\$86,814
Statewide Benefit Assessment			\$520,661		\$513,281
Payroll Costs		197.0	\$19,279,521	207.0	\$18,483,767

Personnel

Department Of Labor And Training Income Support

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
Purchased Services					
Information Technology			6,761,233		2,895,690
Clerical and Temporary Services			62,818		52,945
Management & Consultant Services			81		82
Legal Services			255,535		230,541
Other Contracts			86,305		87,151
Buildings and Ground Maintenance			6,810		6,877
Medical Services			18,920		19,108
Subtotal			\$7,191,702		\$3,292,394
Total Personnel		197.0	\$26,471,223	207.0	\$21,776,161
Distribution By Source Of Funds					
General Revenue		1.0	\$97,002	1.0	\$99,009
Federal Funds		145.4	\$15,902,262	145.4	\$12,441,018
Restricted Receipts		-	\$3,846,130	-	\$2,475,000
Other Funds		50.6	\$6,625,829	60.6	\$6,761,134
Total All Funds		197.0	\$26,471,223	207.0	\$21,776,161

The Program

Department Of Labor And Training Injured Workers Services

Program 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.

Program Description

The Division of Workers' Compensation (WC) 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 Dr. John E. Donley 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 Unit 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 division 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 unit provides training services throughout Rhode Island 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 RI 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 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 Donley 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's mission is to detect, prevent, and refer for criminal prosecution any suspected fraudulent activity related to Workers' Compensation, as well as to ensure employer and insurer compliance with the requirements of the Workers' Compensation Act.

Statutory History

Title 28, Chapters 29 through 38 of the General Laws of Rhode Island contain provisions relating to state and municipal employees, report of injuries, benefits, and other aspects of the WC system.

The Budget

Department Of Labor And Training Injured Workers Services

	2014 Audited	2015 Audited	2016 Enacted	2016 Revised	2017 Recommend
Expenditures By Subprogram					
Workers' Comp Compliance	4,150,248	4,047,340	4,392,152	4,407,358	4,408,916
Education & Rehabilitation	3,884,833	4,081,167	4,109,794	4,312,067	4,253,585
Total Expenditures	\$8,035,081	\$8,128,507	\$8,501,946	\$8,719,425	\$8,662,501
Expenditures By Object					
Personnel	6,008,569	5,976,160	6,516,484	6,696,775	6,659,733
Operating Supplies and Expenses	289,946	370,499	348,840	391,903	372,011
Assistance and Grants	1,730,941	1,654,898	1,630,885	1,630,457	1,630,463
Subtotal: Operating Expenditures	8,029,456	8,001,557	8,496,209	8,719,135	8,662,207
Capital Purchases and Equipment	5,625	126,950	5,737	290	294
Total Expenditures	\$8,035,081	\$8,128,507	\$8,501,946	\$8,719,425	\$8,662,501
Expenditures By Funds					
Restricted Receipts	8,035,081	8,128,507	8,501,946	8,719,425	8,662,501
Total Expenditures	\$8,035,081	\$8,128,507	\$8,501,946	\$8,719,425	\$8,662,501

Personnel

Department Of Labor And Training Injured Workers Services

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
Classified					
DEPUTY DIRECTOR (DLT)	00144A	0.1	14,098	0.1	14,098
CHIEF ADMINISTRATOR DIVISION OF REHAB AND	00140A	0.9	107,559	0.9	107,559
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT	00141A	0.1	11,937	0.1	11,937
CHIEF INVESTIGATOR WORKERS COMPENSATION	0AB38A	1.0	111,005	1.0	111,565
ASSISTANT ADMINISTRATOR REHABILITATION	00137A	1.0	102,900	1.0	103,441
ASSISTANT DIRECTOR FOR PLANNING AND	00139A	0.1	10,214	0.1	10,214
CHIEF DATA OPERATIONS	00333A	2.0	180,510	2.0	180,980
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	00137A	0.1	8,611	0.1	8,611
SUPERVISING DLT BUSINESS OFFICER	00132A	0.1	8,541	0.1	8,541
WORKERS' COMPENSATION PATIENT CARE	00520A	3.0	249,377	3.0	250,699
COORDINATOR OF EMPLOYMENT AND TRAINING	00131A	0.2	16,557	0.2	16,557
INVESTIGATOR WORKERS COMPENSATION FRAUD	0AB30A	5.0	391,187	5.0	393,063
ASSISTANT COORDINATOR OF EMPLOYMENT AND	00129A	0.2	14,352	0.2	14,352
CHIEF IMPLEMENTATION AIDE	00128A	0.2	14,042	0.2	14,042
EDUCATION UNIT REPRESENTATIVE	00326A	2.0	139,018	2.0	139,740
SUPERVISOR OF OFFICE SERVICES (DLT)	00131A	0.1	6,938	0.1	6,938
ASSISTANT ADMINISTRATOR OF VOCATIONAL	00132A	1.0	68,992	1.0	72,472
UNIT CLAIMS MANAGER	00326A	1.0	68,940	1.0	68,940
MANAGER OF PRINTING AND OTHER SERVICES	00125A	0.2	12,835	0.2	12,835
PRINCIPAL DLT BUSINESS OFFICER	00127A	0.1	5,877	0.1	5,877
IMPLEMENTATION AIDE	00322A	1.0	58,197	1.0	58,495
SUPERVISOR OF VOCATIONAL REHABILITATION	00329A	1.0	57,881	1.0	60,187
COMPENSATION CLAIMS ANALYST	00322A	3.0	167,273	3.0	168,154
IMPLEMENTATION AIDE	0AB22A	1.0	54,709	1.0	54,994
DLT BUSINESS OFFICER	00321A	0.4	20,789	0.4	20,789
MEDICAL RECORDS TECHNICIAN	00320A	1.0	51,524	1.0	53,163
PHYSICAL THERAPY ASSISTANT	00320A	5.0	249,189	5.0	251,015
SENIOR COMPUTER OPERATOR	00318A	0.1	4,928	0.1	4,928
ASSISTANT ADMINISTRATIVE OFFICER	00321A	1.0	49,027	1.0	50,883
OFFICE MANAGER	00123A	0.1	4,639	0.1	4,639
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT	00320A	2.0	87,630	2.0	89,508
EMPLOYMENT AND TRAINING ASSISTANT	00316A	1.3	56,867	1.3	57,092
LABOR STANDARDS EXAMINER	00322A	4	64,842	1.5	64,842
INTERPRETER (SPANISH)	00316A	1.0	38,911	1.0	40,054
SENIOR WORD PROCESSING TYPIST	00312A	3.0	111,876	3.0	113,103
CENTRAL MAIL ROOM CLERK	00311G	0.1	3,628	0.1	3,628
Subtotal		40.9	\$2,625,400	40.9	\$2,647,935
Unclassified					
DIRECTOR, DEPARTMENT OF LABOR AND	00948KF	0.1	13,500	0.1	13,500
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	0.1	9,100	0.1	9,100
STAFF ATTORNEY III	00889F	0.2	16,397	0.2	16,397
FISCAL MANAGEMENT OFFICER	00E24A	0.5	38,294	0.5	38,294
SPECIAL ASSISTANT	00829A	0.1	6,874	0.1	6,874
Subtotal		1.0	\$84,165	1.0	\$84,165

Personnel

Department Of Labor And Training Injured Workers Services

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
Turnover		-	(21,051)	-	(71,213)
Subtotal		-	(\$21,051)	-	(\$71,213)
Total Salaries		41.9	\$2,688,514	41.9	\$2,660,887
Benefits					
Payroll Accrual			15,364		15,399
FICA			205,665		203,557
Retiree Health			215,502		213,851
Health Benefits			539,293		542,596
Retirement			662,456		700,878
Subtotal			\$1,638,280		\$1,676,281
Total Salaries and Benefits		41.9	\$4,326,794	41.9	\$4,337,168
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$103,265		\$103,512
Statewide Benefit Assessment			\$123,672		\$126,396
Payroll Costs		41.9	\$4,450,466	41.9	\$4,463,564
Purchased Services					
Information Technology			391,062		335,860
Clerical and Temporary Services			1,613		1,618
Legal Services			4,060		4,061
Other Contracts			56,184		56,497
Buildings and Ground Maintenance			2,047		2,069
Training and Educational Services			137,550		138,912
Medical Services			1,653,793		1,657,152
Subtotal			\$2,246,309		\$2,196,169
Total Personnel		41.9	\$6,696,775	41.9	\$6,659,733
Distribution By Source Of Funds					
Restricted Receipts		41.9	\$6,696,775	41.9	\$6,659,733
Total All Funds		41.9	\$6,696,775	41.9	\$6,659,733

4 1.5 FTE positions for Misclassification Task Force

The Program

Department Of Labor And Training Labor Relations Board

Program 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.

Program 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.G.L. 28-7, et seq.; R.I.G.L. 28-9.1 through 28-9.7; and R.I.G.L. 36-11.

The Budget

Department Of Labor And Training Labor Relations Board

	2014 Audited	2015 Audited	2016 Enacted	2016 Revised	2017 Recommend
Expenditures By Subprogram					
Operations	386,646	381,678	389,651	400,005	402,491
Total Expenditures	\$386,646	\$381,678	\$389,651	\$400,005	\$402,491
Expenditures By Object					
Personnel	369,738	367,139	371,874	381,974	387,665
Operating Supplies and Expenses	16,869	14,337	17,744	14,475	14,619
Assistance and Grants	32	27	33	27	28
Subtotal: Operating Expenditures	386,639	381,503	389,651	396,476	402,312
Capital Purchases and Equipment	7	175	-	3,529	179
Total Expenditures	\$386,646	\$381,678	\$389,651	\$400,005	\$402,491
Expenditures By Funds					
General Revenue	386,646	381,678	389,651	400,005	402,491
Total Expenditures	\$386,646	\$381,678	\$389,651	\$400,005	\$402,491

Personnel

Department Of Labor And Training Labor Relations Board

	Grade	FY 2016		FY 2017	
		FTE	Cost	FTE	Cost
Classified					
LABOR BOARD CASE AGENT	00128A	1.0	74,107	1.0	74,491
Subtotal		1.0	\$74,107	1.0	\$74,491
Unclassified					
ADMINISTRATOR LABOR RELATIONS BOARD	00833A	1.0	95,936	1.0	96,441
CHAIRPERSON, LABOR RELATIONS BOARD	00953F	-	14,582	-	14,660
LABOR RELATIONS BOARD MEMBER	00952F	-	67,300	-	67,655
Subtotal		1.0	\$177,818	1.0	\$178,756
Total Salaries		2.0	\$251,925	2.0	\$253,247
Benefits					
Payroll Accrual			1,439		1,464
FICA			19,274		19,372
Retiree Health			10,151		10,205
Health Benefits			22,073		22,799
Retirement			41,898		45,023
Subtotal			\$94,835		\$98,863
Total Salaries and Benefits		2.0	\$346,760	2.0	\$352,110
Cost Per FTE Position (Excluding Temporary and Seasonal)			\$173,380		\$176,055
Statewide Benefit Assessment			\$7,822		\$8,119
Payroll Costs		2.0	\$354,582	2.0	\$360,229
Purchased Services					
Information Technology			140		142
Clerical and Temporary Services			3,508		3,542
Legal Services			23,000		23,000
Other Contracts			623		630
Buildings and Ground Maintenance			121		122
Subtotal			\$27,392		\$27,436
Total Personnel		2.0	\$381,974	2.0	\$387,665
Distribution By Source Of Funds					
General Revenue		2.0	\$381,974	2.0	\$387,665
Total All Funds		2.0	\$381,974	2.0	\$387,665