

State of Rhode Island and Providence Plantations

Fiscal Year 2019 Budget



Volume I – General Government and Quasi-Public Agencies

Gina M. Raimondo, Governor

Agency Summary

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. 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 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.

Statutory History

RIGL 42-16 created the department in 1996. RIGL 42-6 authorizes the appointment of the Director of Labor and Training.

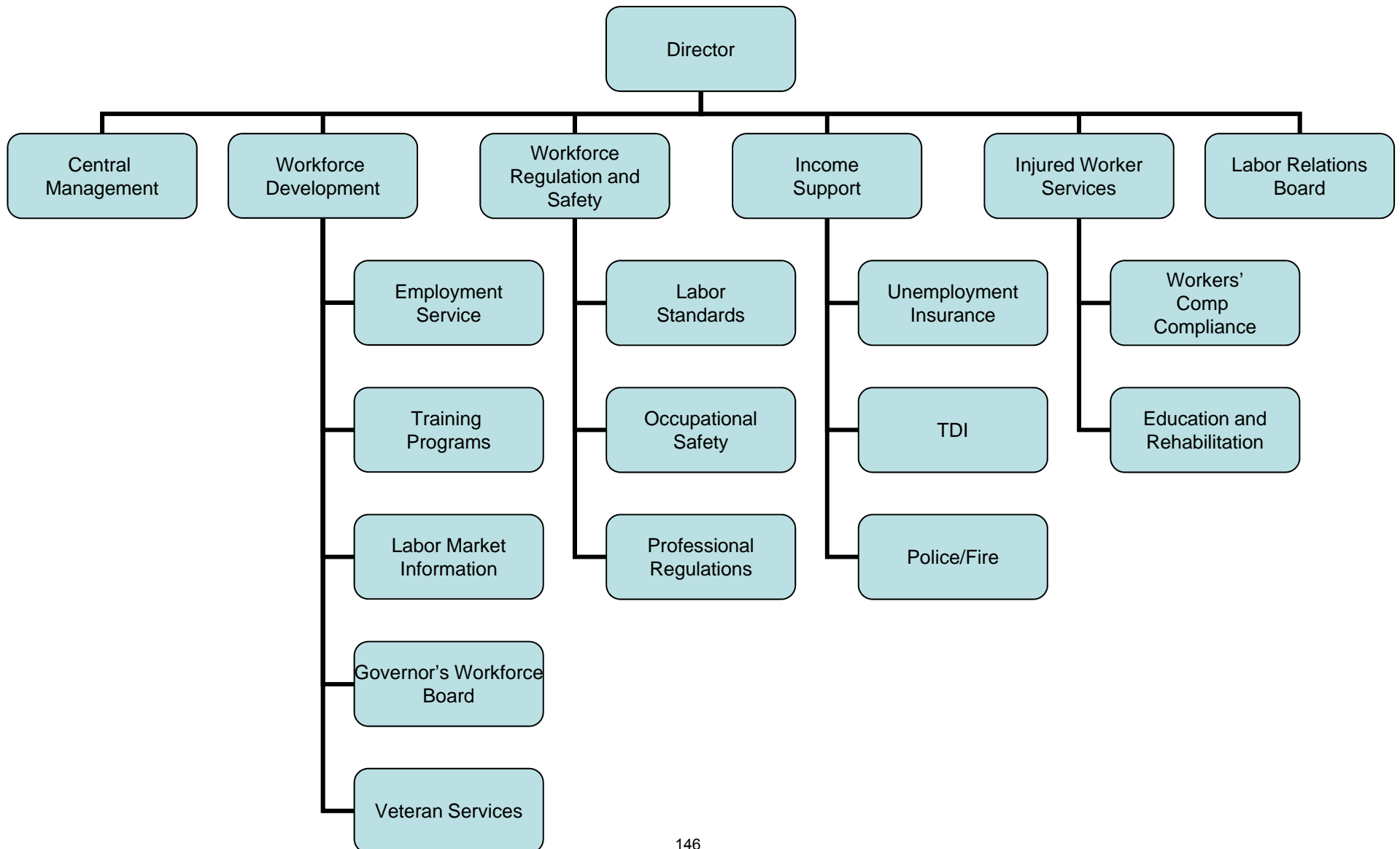
Budget

DEPARTMENT OF LABOR AND TRAINING

	2016 Actuals	2017 Actuals	2018 Enacted Budget	2018 Revised Budget	2019 Recommended
Expenditures by Program					
Central Management	2,892,443	1,042,437	2,451,919	2,522,896	1,647,181
Workforce Development Services	36,169,263	39,096,943	36,033,127	52,282,224	50,643,945
Workforce Regulation and Safety	2,971,965	1,818,761	2,811,148	2,986,222	3,608,904
Income Support	375,243,644	371,299,139	379,512,413	382,475,960	388,470,590
Injured Workers Services	7,620,544	8,185,124	8,701,434	7,791,556	9,329,210
Labor Relations Board	439,709	404,678	397,335	412,555	404,420
Total Expenditures	425,337,568	421,847,081	429,907,376	448,471,413	454,104,250
Expenditures by Object					
Salary And Benefits	40,264,914	40,661,869	40,797,731	41,277,578	43,311,529
Contract Professional Services	4,138,440	4,680,223	4,887,318	2,667,418	4,920,844
Operating Supplies And Expenses	7,804,453	6,788,251	4,289,565	14,053,254	12,963,422
Assistance And Grants	352,913,019	361,118,141	368,956,438	382,289,052	385,422,882
Subtotal: Operating	405,120,826	413,248,484	418,931,052	440,287,302	446,618,677
Capital Purchases And Equipment	279,954	118,037	1,691,286	1,717,111	876,312
Operating Transfers	19,936,788	8,480,560	9,285,038	6,467,000	6,609,261
Subtotal: Other	20,216,742	8,598,597	10,976,324	8,184,111	7,485,573
Total Expenditures	425,337,568	421,847,081	429,907,376	448,471,413	454,104,250
Expenditures by Source of Funds					
General Revenue	8,382,043	7,010,095	8,094,063	8,975,670	9,690,749
Federal Funds	39,141,911	43,869,516	36,930,858	51,355,725	40,908,051
Restricted Receipts	31,568,311	21,996,461	24,323,914	30,614,296	39,985,082
Operating Transfers From Other Funds	2,116,990	220,788	1,630,000	1,630,000	750,000
Other Funds	344,128,313	348,750,221	358,928,541	355,895,722	362,770,368
Total Expenditures	425,337,568	421,847,081	429,907,376	448,471,413	454,104,250
FTE Authorization	409.5	409.5	428.7	428.7	428.7

The Agency

Department of Labor and Training



Personnel Agency Summary

DEPARTMENT OF LABOR AND TRAINING

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified	410.2	23,978,571	410.2	24,721,942
Unclassified	18.5	1,580,453	18.5	1,764,555
Subtotal	428.7	25,559,024	428.7	26,486,497
Transfer Out		(978,856)		0
Transfer In		1,019,662		47,734
Salaries Adjustment		0		(432,307)
Overtime (1.5)		50,000		40,000
Seasonal/Special Salaries/Wages		0		(89,512)
Turnover		(978,537)		(402,643)
Total Salaries		24,671,292		25,649,779
Benefits				
FICA		1,876,843		1,961,370
Health Benefits		5,667,207		5,950,432
Payroll Accrual		98,134		146,443
Retiree Health		1,517,678		1,502,981
Retirement		6,419,128		6,924,763
Subtotal		15,578,990		16,485,989
Total Salaries and Benefits	428.7	40,250,282	428.7	42,135,768
Cost Per FTE Position (Excluding Temporary and Seasonal)		93,889		98,287
Statewide Benefit Assessment		1,027,296		1,175,761
Payroll Costs	428.7	41,277,578	428.7	43,311,529
Purchased Services				
Buildings and Ground Maintenance		18,873		18,581
Clerical and Temporary Services		79,944		1,415,688
Information Technology		887,378		652,542
Legal Services		279,250		272,256
Management & Consultant Services		3,188		3,327
Medical Services		559,942		1,899,700
Other Contracts		660,271		436,894
Training and Educational Services		178,572		221,856
Subtotal		2,667,418		4,920,844
Total Personnel	428.7	43,944,996	428.7	48,232,373
Distribution by Source of Funds				
General Revenue		3,334,356		3,281,384
Federal Funds		20,969,061		22,633,579
Restricted Receipts		11,250,532		13,816,362
Other Funds		8,391,047		8,501,048
Total All Funds		43,944,996		48,232,373

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: FY2019 targets have not been negotiated with USDOL. Missing values appear as zeros in the measure.]

<i>Frequency: Annual</i>	<i>Reporting Period: Calendar Year</i>				
	2015	2016	2017	2018	2019
Target	86.00%	87.00%	90.00%	93.00%	0.00%
Actual	86.00%	89.50%	99.20%	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: FY2019 targets have not been negotiated with USDOL. Missing values appear as zeros in the measure.]

<i>Frequency: Annual</i>	<i>Reporting Period: Calendar Year</i>				
	2015	2016	2017	2018	2019
Target	54.80%	80.00%	85.00%	90.00%	0.00%
Actual	54.80%	80.60%	92.30%	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>Frequency: Annual</i>	<i>Reporting Period: Calendar Year</i>				
	2015	2016	2017	2018	2019
Target	25.00	20.00	15.00	10.00	10.00
Actual	25.00	19.00	10.00	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. [Note: Missing values appear as zeros in the measure.]

<i>Frequency: Annual</i>	<i>Reporting Period: Calendar Year</i>				
	2015	2016	2017	2018	2019
Target	30.00%	50.00%	75.00%	65.00%	70.00%
Actual	30.00%	45.00%	45.00%	0.00%	

Real Jobs Rhode Island Employer Engagement

The figures below represent the number of employers participating in Real Jobs Partnerships. [Notes: 2016 and 2017 targets have been revised. Missing values appear as zeros in the measure.]

<i>Frequency: Annual</i>	<i>Reporting Period: Calendar Year</i>				
	2015	2016	2017	2018	2019
Target	186.00	200.00	200.00	200.00	400.00
Actual	186.00	218.00	330.00	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. [Notes: 2016 and 2017 targets have been revised. Missing values appear as zeros in the measure.]

Frequency: Annual

Reporting Period: Calendar Year

	2015	2016	2017	2018	2019
Target	0.00	236.00	557.00	590.00	4,000.00
Actual	0.00	222.00	800.00	0.00	

Program Summary

Agency: DEPARTMENT OF LABOR AND 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

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.

Budget

Agency: DEPARTMENT OF LABOR AND TRAINING

Central Management

Expenditures by Sub Program	2016 Actuals	2017 Actuals	2018 Enacted Budget	2018 Revised Budget	2019 Recommended
Operations	2,892,443	1,042,437	2,451,919	2,522,896	1,647,181
Total Expenditures	2,892,443	1,042,437	2,451,919	2,522,896	1,647,181
Expenditures by Object					
Salary and benefits	645,473	523,859	711,583	181,388	196,709
Contract Professional Services	142,103	68,705	88,002	74,197	53,087
Operating supplies and Expenses	2,104,627	449,589	22,092	637,041	647,126
Assistance And Grants	215	17	219	20	18
Subtotal: Operating	2,892,418	1,042,169	821,896	892,646	896,940
Capital Purchases And Equipment	25	267	1,630,023	1,630,250	750,241
Subtotal: Other	25	267	1,630,023	1,630,250	750,241
Total Expenditures	2,892,443	1,042,437	2,451,919	2,522,896	1,647,181
Expenditures by Source of Funds					
General Revenue	132,154	134,127	134,315	696,249	720,670
Restricted Receipts	643,299	687,522	687,604	196,647	176,511
Operating Transfers from Other Funds	2,116,990	220,788	1,630,000	1,630,000	750,000
Total Expenditures	2,892,443	1,042,437	2,451,919	2,522,896	1,647,181

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Central Management

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified				
ASSISTANT ADMINISTRATOR REHABILITATION UNIT	0.0	0	1.0	103,604
ASSISTANT DIRECTOR DEPARTMENT OF LABOR AND TRAINING	0.0	0	1.0	98,106
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT MANAGEMENT	0.3	35,999	0.0	0
CHIEF ADMINISTRATOR DIVISION OF REHAB AND EDUC (DLT)	0.2	24,026	0.0	0
FISCAL MANAGEMENT OFFICER	0.0	0	1.0	72,889
IMPLEMENTATION AIDE	0.0	0	1.0	55,905
INVESTIGATOR WORKERS COMPENSATION FRAUD PREV UNIT	0.0	0	1.0	76,166
LABOR STANDARDS EXAMINER	0.0	0	7.0	403,535
OFFICE MANAGER	0.2	10,188	0.0	0
Subtotal Classified	0.7	70,213	12.0	810,206
Unclassified				
LEGAL COUNSEL (EMPLOYMENT SECURITY)	0.4	43,913	2.0	232,835
Subtotal Unclassified	0.4	43,913	2.0	232,835
Subtotal	1.1	114,126	14.0	1,043,041
Transfer Out		0		(990,344)
Transfer In		0		70,385
Total Salaries		114,127		123,081
Benefits				
FICA		8,731		9,417
Health Benefits		17,281		17,494
Payroll Accrual		457		708
Retiree Health		6,825		7,360
Retirement		29,174		32,988
Subtotal		62,468		67,967
Total Salaries and Benefits	1.1	176,595	14.0	191,048
Cost Per FTE Position (Excluding Temp. and Seasonal)		160,541		13,646.29
Statewide Benefit Assessment		4,793		5,661
Payroll Costs	1.1	181,388	14.0	196,709
Purchased Services				
Buildings and Ground Maintenance		0		51
Clerical and Temporary Services		4,355		0
Information Technology		65		52

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Central Management

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Purchased Services				
Legal Services		15,000		15,000
Other Contracts		54,777		37,843
Training and Educational Services		0		141
Subtotal		74,197		53,087
Total Personnel	1.1	255,585	14.0	249,796
Distribution by Source of Funds				
General Revenue		87,121		97,666
Restricted Receipts		168,464		152,130
Total All Funds		255,585		249,796

Program Summary

Agency: DEPARTMENT OF LABOR AND 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 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. 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 the Trade Act. R.I.G.L. 42-102 created the RI Works program.

Budget

Agency: DEPARTMENT OF LABOR AND TRAINING

Workforce Development Services

Expenditures by Sub Program	2016 Actuals	2017 Actuals	2018 Enacted Budget	2018 Revised Budget	2019 Recommended
Employment Services	4,335,316	3,151,558	3,166,717	3,293,804	3,907,136
Governor's Workforce Board RI	10,898,184	11,045,086	12,434,856	20,672,838	27,940,577
Labor Market Information	634,731	673,874	516,784	733,684	884,373
Veteran Services	552,282	679,370	657,923	564,864	617,645
WIOA & Other Training Programs	19,748,750	23,547,056	19,256,847	27,017,034	17,294,214
Total Expenditures	36,169,263	39,096,943	36,033,127	52,282,224	50,643,945
Expenditures by Object					
Salary and benefits	12,793,077	14,151,313	12,692,315	13,672,655	14,166,052
Contract Professional Services	292,397	371,852	230,593	416,156	1,590,510
Operating supplies and Expenses	1,569,739	1,802,970	1,371,784	1,779,582	1,895,666
Assistance And Grants	20,974,873	22,731,909	21,571,526	36,354,641	32,900,575
Subtotal: Operating	35,630,086	39,058,044	35,866,218	52,223,034	50,552,803
Capital Purchases And Equipment	4,835	38,899	4,648	27,190	51,881
Operating Transfers	534,342	0	162,261	32,000	39,261
Subtotal: Other	539,177	38,899	166,909	59,190	91,142
Total Expenditures	36,169,263	39,096,943	36,033,127	52,282,224	50,643,945
Expenditures by Source of Funds					
General Revenue	869,462	630,862	704,517	770,842	1,577,198
Federal Funds	24,021,293	27,293,721	22,792,153	30,531,544	20,986,909
Restricted Receipts	10,898,184	11,045,086	12,434,856	20,672,838	27,940,577
Other Funds	380,324	127,275	101,601	307,000	139,261
Total Expenditures	36,169,263	39,096,943	36,033,127	52,282,224	50,643,945

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Workforce Development Services

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified				
ADMINISTRATIVE OFFICER	2.0	95,244	2.0	96,795
ADMINISTRATOR- FINANCIAL MANAGEMENT	1.7	142,730	2.0	182,010
ADMINISTRATOR- OPERATIONS MANAGEMENT	1.0	92,980	1.0	94,646
ASSISTANT BUSINESS MANAGEMENT OFFICER	0.2	8,410	1.0	43,027
ASSISTANT CHIEF OF PLANNING	2.0	173,261	1.0	83,442
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	7.2	484,474	9.0	625,949
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT MANAGEMENT	0.2	23,999	1.0	120,251
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	0.1	11,677	1.0	118,839
ASSISTANT DIRECTOR FOR LABOR MARKET INFO & MGMT SVS DLT	0.8	90,182	0.0	0
ASSISTANT DIRECTOR FOR PLANNING AND PROGRAM DEVEL (DLT)	1.0	105,876	1.0	111,398
BUSINESS MANAGEMENT OFFICER	0.5	37,990	0.0	0
BUSINESS SERVICES SPECIALIST	10.0	569,357	8.0	439,735
CHIEF IMPLEMENTATION AIDE	1.2	88,511	3.0	216,356
CHIEF OF INFORMATION AND PUBLIC RELATIONS	0.5	29,345	1.0	59,772
CHIEF OF LABOR AND TRAINING OPERATIONS	3.0	261,680	2.0	171,035
CHIEF OF RESEARCH AND ANALYSIS	0.9	78,595	1.0	87,446
CHIEF PROGRAM DEVELOPMENT	1.0	76,579	1.0	78,305
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	0.2	18,320	1.0	91,601
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	17.4	1,235,076	20.0	1,417,435
DEPUTY DIRECTOR (DLT)	0.2	28,345	1.0	141,959
DISABLED VETERANS JOB ASSISTANT	3.0	133,474	3.0	134,780
DLT BUSINESS OFFICER	1.3	15,920	2.0	104,725
EMPLOYMENT AND TRAINING ADMINISTRATOR	0.9	86,809	0.0	0
EMPLOYMENT AND TRAINING ASSISTANT	0.4	19,640	1.0	49,169
EMPLOYMENT & TRAINING INTERVIEWER & INTERPRETER (SPANIS)	0.9	43,231	0.0	0
INVESTIGATIVE AUDITOR	0.9	0	0.0	0
LOCAL VETERANS EMPLOYMENT REPRESENTATIVE	3.0	138,938	2.0	91,494
MANAGEMENT ASSISTANCE SUPERVISOR	0.8	66,435	0.0	0
OFFICE MANAGER	0.1	5,094	2.0	98,752
PRINCIPAL DLT BUSINESS OFFICER	0.3	16,145	1.0	54,870
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	35.2	1,936,737	23.0	1,258,089
PRINCIPAL RESEARCH TECHNICIAN	3.0	186,544	3.0	177,786

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Workforce Development Services

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified				
PROGRAMMING SERVICES OFFICER	0.2	12,630	1.0	64,107
RESEARCH TECHNICIAN	0.9	47,888	1.0	53,209
SENIOR COMPUTER OPERATOR	0.1	4,954	1.0	49,540
SENIOR DLT BUSINESS OFFICER	1.8	112,993	3.0	189,530
SENIOR EMPLOYMENT AND TRAINING MANAGER	2.0	130,188	1.0	61,993
SENIOR EMPLOYMENT & TRAINING MONITORING & EVAL SPEC	5.0	286,947	4.0	231,421
SENIOR RESEARCH TECHNICIAN	2.0	107,814	2.0	109,044
SUPERVISING DLT BUSINESS OFFICER	1.1	84,780	0.0	0
SUPERVISOR OF OFFICE SERVICES (DLT)	0.2	13,950	1.0	69,750
Subtotal Classified	114.2	7,103,742	108.0	6,978,260
Unclassified				
CENTRAL MAIL ROOM CLERK	0.2	7,220	2.0	72,924
DIRECTOR- DEPARTMENT OF LABOR AND TRAINING	0.2	27,000	1.0	135,000
EXECUTIVE COUNSEL	0.3	32,480	0.0	0
EXECUTIVE DIRECTOR GOVERNOR'S WORKFORCE BOARD	1.0	98,340	1.0	103,109
LEGAL COUNSEL (EMPLOYMENT SECURITY)	1.8	125,550	1.0	100,864
SPECIAL ASSISTANT	0.2	13,984	0.0	0
Subtotal Unclassified	3.7	304,574	5.0	411,897
Subtotal	117.9	7,408,316	113.0	7,390,157
Transfer Out		0		(1,387,572)
Transfer In		1,019,662		2,597,026
Turnover		(161,219)		(141,350)
Total Salaries		8,266,759		8,458,263
Benefits				
FICA		632,409		647,044
Health Benefits		1,770,352		1,830,429
Payroll Accrual		33,065		48,569
Retiree Health		494,352		505,807
Retirement		2,128,515		2,286,886
Subtotal		5,058,693		5,318,735
Total Salaries and Benefits	117.9	13,325,452	113.0	13,776,998
Cost Per FTE Position (Excluding Temp. and Seasonal)		113,023		121,920.34
Statewide Benefit Assessment		347,203		389,054

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Workforce Development Services

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Payroll Costs	117.9	13,672,655	113.0	14,166,052
Purchased Services				
Buildings and Ground Maintenance		6,206		5,821
Clerical and Temporary Services		5,858		1,357,244
Information Technology		4,482		4,205
Legal Services		480		1,129
Management & Consultant Services		0		107
Other Contracts		398,806		212,748
Training and Educational Services		324		9,256
Subtotal		416,156		1,590,510
Total Personnel	117.9	14,088,811	113.0	15,756,562
Distribution by Source of Funds				
Federal Funds		10,993,079		12,246,161
Restricted Receipts		3,095,732		3,510,401
Total All Funds		14,088,811		15,756,562

Program Summary

Agency: DEPARTMENT OF LABOR AND TRAINING

Workforce Regulation and 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

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.

Budget

Agency: DEPARTMENT OF LABOR AND TRAINING

Workforce Regulation and Safety

Expenditures by Sub Program	2016 Actuals	2017 Actuals	2018 Enacted Budget	2018 Revised Budget	2019 Recommended
Labor Standards	303,999	324,646	586,520	549,610	743,408
Occupational Safety	736,288	697,158	968,841	847,020	940,264
Professional Regulations	1,931,678	796,957	1,255,787	1,589,592	1,925,232
Total Expenditures	2,971,965	1,818,761	2,811,148	2,986,222	3,608,904
Expenditures by Object					
Salary and benefits	2,810,310	1,658,191	2,534,781	2,620,736	3,243,494
Contract Professional Services	22,891	19,719	16,783	19,095	19,188
Operating supplies and Expenses	132,650	137,991	239,041	343,419	343,303
Assistance And Grants	318	342	395	372	349
Subtotal: Operating	2,966,169	1,816,242	2,791,000	2,983,622	3,606,334
Capital Purchases And Equipment	5,796	2,519	17,371	2,600	2,570
Operating Transfers	0	0	2,777	0	0
Subtotal: Other	5,796	2,519	20,148	2,600	2,570
Total Expenditures	2,971,965	1,818,761	2,811,148	2,986,222	3,608,904
Expenditures by Source of Funds					
General Revenue	2,971,965	1,818,761	2,811,148	2,986,222	3,050,762
Restricted Receipts	0	0	0	0	558,142
Total Expenditures	2,971,965	1,818,761	2,811,148	2,986,222	3,608,904

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Workforce Regulation and Safety

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified				
ADMINISTRATOR- FINANCIAL MANAGEMENT	0.1	6,190	0.0	0
ADMINISTRATOR- OPERATIONS MANAGEMENT	0.8	82,288	0.0	0
APPRENTICESHIP TRAINING COORDINATOR	1.0	55,462	1.0	55,462
ASSISTANT BUSINESS MANAGEMENT OFFICER	0.1	4,205	0.0	0
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	0.1	6,774	0.0	0
ASSISTANT DIRECTOR DEPARTMENT OF LABOR AND TRAINING	0.8	78,484	0.0	0
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	0.2	23,353	0.0	0
BUSINESS MANAGEMENT OFFICER	0.1	7,598	1.0	76,260
CHIEF BOILER AND PRESSURE VESSEL INSPECTOR	1.0	60,840	1.0	62,126
CHIEF ELECTRICAL INVESTIGATOR (BD. OF EXAM. OF ELECT.)	0.0	0	1.0	61,620
CHIEF ELEVATOR INSPECTOR	1.0	72,895	1.0	72,895
CHIEF HAZARDOUS SUBSTANCE UNIT	1.0	65,382	1.0	66,814
CHIEF IMPLEMENTATION AIDE	1.9	124,070	2.0	149,945
CHIEF LABOR STANDARDS EXAMINER	0.5	37,103	1.0	77,070
CHIEF LICENSING EXAMINER-DIVISION OF COMM LICEN & REGUL	1.0	88,128	1.0	88,548
CHIEF MECHANICAL INVESTIGATOR (BD OF MECHANICAL EXAMINERS)	1.0	72,971	1.0	73,141
CHIEF OF INFORMATION AND PUBLIC RELATIONS	0.1	5,869	0.0	0
CHIEF OF LABOR AND TRAINING OPERATIONS	2.0	154,884	1.0	93,966
CHIEF PREVAILING WAGE INVESTIGATOR	0.8	62,546	1.0	78,478
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	0.1	9,160	0.0	0
CLERK SECRETARY	1.0	52,071	1.0	52,146
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0.2	16,642	0.0	0
DEPUTY DIRECTOR (DLT)	0.1	14,173	0.0	0
DLT BUSINESS OFFICER	1.0	48,014	0.0	0
EMPLOYMENT AND TRAINING ASSISTANT	0.1	4,910	0.0	0
FISCAL MANAGEMENT OFFICER	0.5	36,297	0.0	0
IMPLEMENTATION AIDE	3.0	163,730	3.0	167,976
INDUSTRIAL SAFETY SPECIALIST (OCCUPATIONAL SAFETY)	1.0	4,458	1.0	44,577
LABOR STANDARDS EXAMINER	4.5	208,797	2.0	100,577
LEGAL ASSISTANT	0.2	10,642	0.0	0
OFFICE MANAGER	0.3	15,282	0.0	0
PREVAILING WAGE INVESTIGATOR	1.0	43,228	2.0	87,795

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Workforce Regulation and Safety

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified				
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	0.1	6,819	0.0	0
PROGRAMMING SERVICES OFFICER	0.1	6,315	0.0	0
SENIOR COMPUTER OPERATOR	0.2	9,908	0.0	0
SENIOR DLT BUSINESS OFFICER	0.1	6,391	0.0	0
SENIOR EMPLOYMENT AND TRAINING MANAGER	1.0	69,581	0.0	0
SENIOR INDUSTRIAL SAFETY SPECIALIST (DLT)	1.0	61,473	1.0	61,473
SENIOR PREVAILING WAGE INVESTIGATOR	0.8	47,298	1.0	62,120
SUPERVISING DLT BUSINESS OFFICER	0.1	8,586	1.0	85,985
SUPERVISOR APPRENTICESHIP TRAINING PROGRAMS	1.0	68,484	1.0	69,515
SUPERVISOR OF OFFICE SERVICES (DLT)	0.1	6,975	0.0	0
Subtotal Classified	31.0	1,928,276	26.0	1,688,489
Unclassified				
CENTRAL MAIL ROOM CLERK	0.4	14,440	0.0	0
CHIEF HOISTING ENGINEER INVESTIGATOR	0.0	0	1.0	73,060
DIRECTOR- DEPARTMENT OF LABOR AND TRAINING	0.2	27,000	0.0	0
EXECUTIVE COUNSEL	0.4	43,306	0.0	0
LEGAL COUNSEL (EMPLOYMENT SECURITY)	1.3	88,743	2.0	182,974
SPECIAL ASSISTANT	0.1	6,992	0.0	0
Subtotal Unclassified	2.4	180,481	3.0	256,034
Subtotal	33.4	2,108,757	29.0	1,944,523
Transfer Out		(301,000)		(277,793)
Transfer In		0		793,698
Salaries Adjustment		0		(432,307)
Seasonal/Special Salaries/Wages		0		(95,112)
Turnover		(257,776)		(78,305)
Total Salaries		1,549,981		1,854,706
Benefits				
FICA		118,565		144,132
Health Benefits		388,484		539,936
Payroll Accrual		6,200		10,328
Retiree Health		92,682		86,869
Retirement		399,729		524,179
Subtotal		1,005,660		1,305,444

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Workforce Regulation and Safety

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Total Salaries and Benefits	33.4	2,555,641	29.0	3,160,150
Cost Per FTE Position (Excluding Temp. and Seasonal)		76,516		108,970.69
Statewide Benefit Assessment		65,095		83,344
Payroll Costs	33.4	2,620,736	29.0	3,243,494
Purchased Services				
Buildings and Ground Maintenance		1,685		1,688
Clerical and Temporary Services		160		1,164
Information Technology		1,180		1,188
Legal Services		8,770		3,696
Other Contracts		7,300		8,397
Training and Educational Services		0		3,055
Subtotal		19,095		19,188
Total Personnel	33.4	2,639,831	29.0	3,262,682
Distribution by Source of Funds				
General Revenue		2,639,831		2,704,540
Restricted Receipts		0		558,142
Total All Funds		2,639,831		3,262,682

Program Summary

Agency: DEPARTMENT OF LABOR AND 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

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.

Budget

Agency: DEPARTMENT OF LABOR AND TRAINING

Income Support

Expenditures by Sub Program	2016 Actuals	2017 Actuals	2018 Enacted Budget	2018 Revised Budget	2019 Recommended
Fire and Police	3,968,753	4,021,667	4,046,748	4,109,802	3,937,699
TDI	185,552,379	191,577,274	197,566,522	198,478,722	203,411,107
Unemployment Insurance	185,722,512	175,700,197	177,899,143	179,887,436	181,121,784
Total Expenditures	375,243,644	371,299,139	379,512,413	382,475,960	388,470,590
Expenditures by Object					
Salary and benefits	20,046,967	19,788,608	19,691,232	19,445,155	20,182,392
Contract Professional Services	1,509,531	1,772,045	2,355,844	1,048,660	789,494
Operating supplies and Expenses	3,422,827	3,981,948	2,214,304	10,882,957	9,635,780
Assistance And Grants	330,673,165	337,210,248	346,094,453	344,633,567	351,232,085
Subtotal: Operating	355,652,490	362,752,849	370,355,833	376,010,339	381,839,751
Capital Purchases And Equipment	188,708	65,730	36,580	30,621	60,839
Operating Transfers	19,402,446	8,480,560	9,120,000	6,435,000	6,570,000
Subtotal: Other	19,591,154	8,546,290	9,156,580	6,465,621	6,630,839
Total Expenditures	375,243,644	371,299,139	379,512,413	382,475,960	388,470,590
Expenditures by Source of Funds					
General Revenue	3,968,753	4,021,667	4,046,748	4,109,802	3,937,699
Federal Funds	15,120,618	16,575,795	14,138,705	20,824,181	19,921,142
Restricted Receipts	12,406,284	2,078,730	2,500,020	1,953,255	1,980,642
Other Funds	343,747,989	348,622,946	358,826,940	355,588,722	362,631,107
Total Expenditures	375,243,644	371,299,139	379,512,413	382,475,960	388,470,590

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Income Support

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified				
ADMINISTRATIVE OFFICER	2.0	102,644	2.0	104,921
ADMINISTRATOR- FINANCIAL MANAGEMENT	0.2	16,547	0.0	0
ADMINISTRATOR- OPERATIONS MANAGEMENT	1.0	102,860	3.0	330,394
ASSISTANT BUSINESS MANAGEMENT OFFICER	0.5	21,025	0.0	0
ASSISTANT CHIEF OF PLANNING	1.0	39,144	1.0	91,601
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	0.5	33,870	0.0	0
ASSISTANT COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRMS	1.0	64,513	1.0	64,513
ASSISTANT DIRECTOR DEPARTMENT OF LABOR AND TRAINING	1.0	46,503	0.0	0
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT MANAGEMENT	0.5	59,998	0.0	0
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	0.5	58,383	0.0	0
ASSISTANT DIRECTOR FOR LABOR MARKET INFO & MGMT SVS DLT	1.2	71,032	1.0	112,871
BENEFIT CLAIMS SPECIALIST	50.0	2,657,350	55.0	2,979,726
BUSINESS MANAGEMENT OFFICER	0.3	22,794	0.0	0
BUSINESS SERVICES SPECIALIST	0.0	0	1.0	52,821
CHIEF IMPLEMENTATION AIDE	0.5	37,196	0.0	0
CHIEF OF INFORMATION AND PUBLIC RELATIONS	0.3	17,607	0.0	0
CHIEF OF LABOR AND TRAINING OPERATIONS	3.0	276,243	5.0	455,784
CHIEF OF RESEARCH AND ANALYSIS	0.1	8,733	0.0	0
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	0.5	45,800	0.0	0
CHIEF REFEREE - BOARD OF REVIEW	1.0	108,966	1.0	109,100
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0.9	73,455	0.8	66,523
COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRAMS	1.0	69,750	1.0	69,750
DEPUTY DIRECTOR (DLT)	0.5	70,863	0.0	0
DLT BUSINESS OFFICER	2.3	107,619	2.0	102,591
EMPLOYMENT AND TRAINING ADMINISTRATOR	0.1	9,645	1.0	96,636
EMPLOYMENT AND TRAINING ASSISTANT	1.4	68,269	2.0	88,448
EMPLOYMENT AND TRAINING FINANCIAL ANALYST	1.0	72,473	1.0	72,473
EMPLOYMENT AND TRAINING MANAGER	12.0	683,146	11.0	671,561
EMPLOYMENT & TRAINING INTERVIEWER & INTERPRETER (SPANIS	11.1	478,582	12.0	536,155
EMPLOYMENT & TRAINING INTERVIEWER & INTERPR (PORTUGUESE	3.0	130,669	3.0	132,365

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Income Support

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified				
FRAUD AND OVERPAYMENT INVESTIGATOR	6.0	283,718	5.0	249,054
IMPLEMENTATION AIDE	1.0	55,729	0.0	0
INDUSTRIAL SAFETY SPECIALIST (OCCUPATIONAL SAFETY)	1.0	44,238	0.0	0
INTERPRETER (SPANISH)	3.0	115,553	4.0	161,514
INVESTIGATIVE AUDITOR	0.1	0	0.0	0
LABOR AND TRAINING ADMINISTRATOR	1.0	106,030	1.0	106,031
LEGAL ASSISTANT	0.8	42,568	1.0	53,209
LOCAL VETERANS EMPLOYMENT REPRESENTATIVE	1.0	45,222	1.0	48,034
MANAGEMENT ASSISTANCE SUPERVISOR	0.2	16,608	1.0	83,235
NURSING CARE EVALUATOR	2.0	140,873	3.0	227,069
OFFICE MANAGER	2.4	135,334	2.0	115,027
PRINCIPAL CLERK-TYPIST	1.0	37,083	1.0	37,083
PRINCIPAL DLT BUSINESS OFFICER	0.7	37,672	1.0	62,542
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	13.5	756,637	20.0	1,092,190
PRINCIPAL EMPLOYMENT AND TRAINING MANAGER	3.0	223,049	3.0	227,873
PROGRAMMING SERVICES OFFICER	0.5	31,575	0.0	0
REFEREE - BOARD OF REVIEW	6.0	592,756	6.0	594,674
RESEARCH TECHNICIAN	0.1	5,321	0.0	0
SENIOR COMPUTER OPERATOR	1.1	39,916	0.0	0
SENIOR DLT BUSINESS OFFICER	1.8	96,750	1.0	62,650
SENIOR EMPLOYMENT AND TRAINING INTERVIEWER	57.8	2,630,668	59.4	2,947,692
SENIOR EMPLOYMENT AND TRAINING MANAGER	3.0	178,541	3.0	206,127
SENIOR EMPLOYMENT & TRAINING MONITORING & EVAL SPEC	5.0	306,862	5.0	309,990
SENIOR RESEARCH TECHNICIAN	1.0	59,911	1.0	59,911
SENIOR WORD PROCESSING TYPIST	3.0	109,242	4.0	145,030
SUPERVISING DLT BUSINESS OFFICER	1.6	171,151	0.0	0
SUPERVISOR OF OFFICE SERVICES (DLT)	0.5	34,875	0.0	0
Subtotal Classified	216.5	11,853,561	226.2	12,927,167
Unclassified				
CENTRAL MAIL ROOM CLERK	1.0	36,101	0.0	0
CHAIRPERSON MEMBER OF BOARD OF REVIEW (ES)	1.0	93,576	1.0	93,575
CONFIDENTIAL SECRETARY	1.0	53,753	1.0	63,160
DIRECTOR- DEPARTMENT OF LABOR AND TRAINING	0.4	54,000	0.0	0

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Income Support

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Unclassified				
EXECUTIVE COUNSEL	0.2	21,653	0.0	0
LEGAL COUNSEL (EMPLOYMENT SECURITY)	2.6	223,229	1.5	146,608
MEMBER- BOARD OF REVIEW (ES)	2.0	204,823	2.0	220,508
SPECIAL ASSISTANT	0.5	34,960	1.0	63,991
Subtotal Unclassified	8.7	722,095	6.5	587,841
Subtotal	225.2	12,575,656	232.7	13,515,008
Transfer Out		(677,856)		(2,547,263)
Transfer In		0		1,098,034
Overtime (1.5)		50,000		40,000
Turnover		(429,858)		(182,988)
Total Salaries		11,517,942		11,922,802
Benefits				
FICA		877,299		909,020
Health Benefits		2,761,621		2,811,775
Payroll Accrual		45,872		68,254
Retiree Health		685,783		710,591
Retirement		3,074,986		3,213,364
Subtotal		7,445,561		7,713,004
Total Salaries and Benefits	225.2	18,963,503	232.7	19,635,806
Cost Per FTE Position (Excluding Temp. and Seasonal)		84,207		84,382.49
Statewide Benefit Assessment		481,652		546,586
Payroll Costs	225.2	19,445,155	232.7	20,182,392
Purchased Services				
Buildings and Ground Maintenance		10,982		11,021
Clerical and Temporary Services		59,886		49,575
Information Technology		540,910		306,170
Legal Services		230,000		227,431
Management & Consultant Services		3,188		3,220
Medical Services		76,215		71,480
Other Contracts		127,479		111,416
Training and Educational Services		0		9,181
Subtotal		1,048,660		789,494
Total Personnel	225.2	20,493,815	232.7	20,971,886

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Income Support

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Distribution by Source of Funds				
General Revenue		223,531		102,778
Federal Funds		9,975,982		10,387,418
Restricted Receipts		1,903,255		1,980,642
Other Funds		8,391,047		8,501,048
Total All Funds		20,493,815		20,971,886

Program Summary

Agency: DEPARTMENT OF LABOR AND 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 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 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 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 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'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.

Budget

Agency: DEPARTMENT OF LABOR AND TRAINING

Injured Workers Services

Expenditures by Sub Program	2016 Actuals	2017 Actuals	2018 Enacted Budget	2018 Revised Budget	2019 Recommended
Education & Rehabilitation	3,878,810	4,079,380	4,214,974	2,849,230	4,146,768
Workers' Comp Compliance	3,741,734	4,105,744	4,486,460	4,942,326	5,182,442
Total Expenditures	7,620,544	8,185,124	8,701,434	7,791,556	9,329,210
Expenditures by Object					
Salary and benefits	3,575,234	4,188,889	4,804,612	5,006,478	5,174,903
Contract Professional Services	2,144,264	2,404,559	2,172,405	1,076,603	2,440,144
Operating supplies and Expenses	560,936	406,187	433,129	382,794	414,301
Assistance And Grants	1,264,427	1,175,604	1,289,824	1,300,431	1,289,833
Subtotal: Operating	7,544,861	8,175,239	8,699,970	7,766,306	9,319,181
Capital Purchases And Equipment	75,683	9,885	1,464	25,250	10,029
Subtotal: Other	75,683	9,885	1,464	25,250	10,029
Total Expenditures	7,620,544	8,185,124	8,701,434	7,791,556	9,329,210
Expenditures by Source of Funds					
Restricted Receipts	7,620,544	8,185,124	8,701,434	7,791,556	9,329,210
Total Expenditures	7,620,544	8,185,124	8,701,434	7,791,556	9,329,210

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Injured Workers Services

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified				
ADMINISTRATOR- OPERATIONS MANAGEMENT	0.2	20,572	0.0	0
ASSISTANT ADMINISTRATIVE OFFICER	1.0	49,589	1.0	49,589
ASSISTANT ADMINISTRATOR OF VOCATIONAL REHAB (REHAB)	1.0	72,473	1.0	0
ASSISTANT ADMINISTRATOR REHABILITATION UNIT	1.0	103,441	0.0	0
ASSISTANT BUSINESS MANAGEMENT OFFICER	0.2	8,410	0.0	0
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	0.2	13,548	0.0	0
ASSISTANT DIRECTOR DEPARTMENT OF LABOR AND TRAINING	0.2	19,621	0.0	0
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	0.2	23,353	0.0	0
BENEFIT CLAIMS SPECIALIST	3.0	153,319	0.0	0
BUSINESS MANAGEMENT OFFICER	0.1	7,598	0.0	0
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (COTA)	2.0	91,035	2.0	91,494
CHIEF ADMINISTRATOR DIVISION OF REHAB AND EDUC (DLT)	0.8	96,104	1.0	120,613
CHIEF DATA OPERATIONS	2.0	181,449	2.0	182,125
CHIEF IMPLEMENTATION AIDE	0.4	25,860	0.0	0
CHIEF INVESTIGATOR WORKERS COMPENSATION (FRAUD PRV UNT)	1.0	111,566	1.0	112,490
CHIEF LABOR STANDARDS EXAMINER	0.5	37,103	0.0	0
CHIEF OF INFORMATION AND PUBLIC RELATIONS	0.1	5,869	0.0	0
CHIEF PREVAILING WAGE INVESTIGATOR	0.2	15,636	0.0	0
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	0.2	18,320	0.0	0
COMPENSATION CLAIMS ANALYST	2.0	105,483	3.0	153,772
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0.3	24,919	0.0	0
DEPUTY DIRECTOR (DLT)	0.2	28,345	0.0	0
DLT BUSINESS OFFICER	0.4	20,582	0.0	0
EDUCATION UNIT REPRESENTATIVE	2.0	119,470	2.0	123,175
EMPLOYMENT AND TRAINING ASSISTANT	1.1	47,561	1.0	42,651
FISCAL MANAGEMENT OFFICER	0.5	36,297	0.0	0
IMPLEMENTATION AIDE	1.0	54,994	2.0	113,903
INVESTIGATOR WORKERS COMPENSATION FRAUD PREV UNIT	6.0	462,196	5.0	396,391
LABOR STANDARDS EXAMINER	4.5	208,797	0.0	0
MEDICAL ASSISTANT	2.0	84,505	2.0	85,615
MEDICAL RECORDS TECHNICIAN	1.0	42,655	1.0	43,032

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Injured Workers Services

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified				
PHYSICAL THERAPY ASSISTANT	4.0	205,269	5.0	251,299
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	1.2	61,248	0.0	0
PROGRAMMING SERVICES OFFICER	0.2	12,630	0.0	0
SENIOR COMPUTER OPERATOR	0.2	9,908	0.0	0
SENIOR DLT BUSINESS OFFICER	0.3	19,056	0.0	0
SENIOR PREVAILING WAGE INVESTIGATOR	0.2	11,825	0.0	0
SENIOR WORD PROCESSING TYPIST	2.0	76,020	3.0	111,060
SUPERVISING DLT BUSINESS OFFICER	0.2	15,561	1.0	69,750
SUPERVISOR OF OFFICE SERVICES (DLT)	0.2	13,950	0.0	0
SUPERVISOR OF VOCATIONAL REHABILITATION (DISAB. DETER.)	1.0	63,025	1.0	48,884
UNIT CLAIMS MANAGER	0.0	0	1.0	69,259
WORKERS' COMPENSATION PATIENT CARE COORDINATOR	2.0	169,125	2.0	177,937
Subtotal Classified	46.8	2,948,287	37.0	2,243,039
Unclassified				
CENTRAL MAIL ROOM CLERK	0.4	14,440	0.0	0
DIRECTOR- DEPARTMENT OF LABOR AND TRAINING	0.2	27,000	0.0	0
EXECUTIVE COUNSEL	0.1	10,827	1.0	113,678
LABOR RELATIONS BOARD MEMBER	1.0	58,495	0.0	0
LEGAL COUNSEL (EMPLOYMENT SECURITY)	0.4	33,850	0.0	0
SPECIAL ASSISTANT	0.2	13,984	0.0	0
Subtotal Unclassified	2.3	158,596	1.0	113,678
Subtotal	49.1	3,106,883	38.0	2,356,717
Transfer Out		0		(189,208)
Transfer In		0		880,771
Seasonal/Special Salaries/Wages		0		5,600
Turnover		(129,684)		0
Total Salaries		2,977,197		3,053,876

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Injured Workers Services

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Benefits				
FICA		221,074		233,623
Health Benefits		703,469		724,466
Payroll Accrual		11,559		17,308
Retiree Health		227,814		182,292
Retirement		743,991		823,125
Subtotal		1,907,907		1,980,814
Total Salaries and Benefits	49.1	4,885,104	38.0	5,034,690
Cost Per FTE Position (Excluding Temp. and Seasonal)		99,493		132,491.84
Statewide Benefit Assessment		121,374		140,213
Payroll Costs	49.1	5,006,478	38.0	5,174,903
Purchased Services				
Clerical and Temporary Services		2,746		5,070
Information Technology		340,652		340,806
Medical Services		483,727		1,828,220
Other Contracts		71,230		65,825
Training and Educational Services		178,248		200,223
Subtotal		1,076,603		2,440,144
Total Personnel	49.1	6,083,081	38.0	7,615,047
Distribution by Source of Funds				
Restricted Receipts		6,083,081		7,615,047
Total All Funds		6,083,081		7,615,047

Program Summary

Agency: DEPARTMENT OF LABOR AND 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.G.L. 28-7, et seq.; R.I.G.L. 28-9.1 through 28-9.7; and R.I.G.L. 36-11.

Budget

Agency: DEPARTMENT OF LABOR AND TRAINING

Labor Relations Board

Expenditures by Sub Program	2016 Actuals	2017 Actuals	2018 Enacted Budget	2018 Revised Budget	2019 Recommended
Labor Relations	439,709	404,678	397,335	412,555	404,420
Total Expenditures	439,709	404,678	397,335	412,555	404,420
Expenditures by Object					
Salary and benefits	393,853	351,010	363,208	351,166	347,979
Contract Professional Services	27,254	43,343	23,691	32,707	28,421
Operating supplies and Expenses	13,674	9,567	9,215	27,461	27,246
Assistance And Grants	21	21	21	21	22
Subtotal: Operating	434,802	403,941	396,135	411,355	403,668
Capital Purchases And Equipment	4,907	737	1,200	1,200	752
Subtotal: Other	4,907	737	1,200	1,200	752
Total Expenditures	439,709	404,678	397,335	412,555	404,420
Expenditures by Source of Funds					
General Revenue	439,709	404,678	397,335	412,555	404,420
Total Expenditures	439,709	404,678	397,335	412,555	404,420

Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

Labor Relations Board

	FY 2018		FY 2019	
	FTE	Cost	FTE	Cost
Classified				
LABOR BOARD CASE AGENT	1.0	74,492	1.0	74,781
Subtotal Classified	1.0	74,492	1.0	74,781
Unclassified				
ADMINISTRATOR LABOR RELATIONS BOARD	1.0	96,440	1.0	93,487
CHAIRPERSON- LABOR RELATIONS BOARD	0.0	15,846	0.0	14,659
LABOR RELATIONS BOARD MEMBER	0.0	58,508	0.0	54,124
Subtotal Unclassified	1.0	170,794	1.0	162,270
Subtotal	2.0	245,286	2.0	237,050
Total Salaries		245,286		237,051
Benefits				
FICA		18,765		18,134
Health Benefits		26,000		26,332
Payroll Accrual		981		1,276
Retiree Health		10,222		10,062
Retirement		42,733		44,221
Subtotal		98,701		100,025
Total Salaries and Benefits	2.0	343,987	2.0	337,076
Cost Per FTE Position (Excluding Temp. and Seasonal)		171,994		168,538
Statewide Benefit Assessment		7,179		10,903
Payroll Costs	2.0	351,166	2.0	347,979
Purchased Services				
Clerical and Temporary Services		6,939		2,635
Information Technology		89		121
Legal Services		25,000		25,000
Other Contracts		679		665
Subtotal		32,707		28,421
Total Personnel	2.0	383,873	2.0	376,400
Distribution by Source of Funds				
General Revenue		383,873		376,400
Total All Funds		383,873		376,400