

---

## 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), Temporary Caregivers Insurance (TCI), and the Police and Fire Relief Fund. The Workforce Development Program administers federal and state employment and training programs designed to help individuals find gainful employment and employers' with skilled workers. The program includes the Governor's Workforce Board (State Workforce Investment Board) 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 Chief Judge Robert F. Arrigan Rehabilitation Center provides work hardening rehabilitation services for workers injured on the job. The Workers' Compensation Education unit educates and provides information to workers and employers regarding Workers' Compensation laws and regulations. The Workforce Regulation and Safety Program is responsible for enforcing laws relating to professional regulation, labor standards, occupational health and safety and certification of weights and measures. The Labor Relations Board is responsible for public sector bargaining unit determinations, collective bargaining elections, and investigations of charges of unfair practices.

#### 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

	2017 Actuals	2018 Actuals	2019 Enacted Budget	2019 Revised Budget	2020 Recommended
<b>Expenditures by Program</b>					
Central Management	1,042,437	5,248,494	2,149,403	1,042,673	1,019,628
Workforce Development Services	39,096,944	43,296,152	55,264,995	54,834,285	49,450,814
Workforce Regulation and Safety	1,818,761	2,898,194	3,110,964	4,375,857	3,231,560
Income Support	371,299,138	364,573,674	388,318,417	375,451,052	389,491,277
Injured Workers Services	8,185,124	9,062,839	8,956,311	10,102,413	10,573,722
Labor Relations Board	404,678	415,832	414,147	471,970	441,669
<b>Total Expenditures</b>	<b>421,847,082</b>	<b>425,495,185</b>	<b>458,214,237</b>	<b>446,278,250</b>	<b>454,208,670</b>
<b>Expenditures by Object</b>					
Salary And Benefits	40,661,850	40,107,312	42,375,744	41,298,746	46,637,422
Contract Professional Services	4,680,234	4,329,317	4,920,844	4,888,939	4,484,541
Operating Supplies And Expenses	6,788,268	12,164,625	12,809,194	13,609,373	11,426,621
Assistance And Grants	361,118,132	360,967,840	390,122,882	378,446,630	383,275,525
<b>Subtotal: Operating</b>	<b>413,248,484</b>	<b>417,569,094</b>	<b>450,228,664</b>	<b>438,243,688</b>	<b>445,824,109</b>
Capital Purchases And Equipment	118,038	480,151	1,376,312	160,301	160,300
Operating Transfers	8,480,560	7,445,940	6,609,261	7,874,261	8,224,261
<b>Subtotal: Other</b>	<b>8,598,598</b>	<b>7,926,091</b>	<b>7,985,573</b>	<b>8,034,562</b>	<b>8,384,561</b>
<b>Total Expenditures</b>	<b>421,847,082</b>	<b>425,495,185</b>	<b>458,214,237</b>	<b>446,278,250</b>	<b>454,208,670</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	7,010,095	12,876,544	14,464,955	15,848,041	15,813,787
Federal Funds	43,869,516	37,929,711	40,753,823	45,437,758	39,956,346
Restricted Receipts	21,996,462	29,479,713	38,975,091	30,272,325	32,411,871
Operating Transfers From Other Funds	220,788	206,165	1,250,000	0	0
Other Funds	348,750,221	345,003,052	362,770,368	354,720,126	366,026,666
<b>Total Expenditures</b>	<b>421,847,082</b>	<b>425,495,185</b>	<b>458,214,237</b>	<b>446,278,250</b>	<b>454,208,670</b>
<b>FTE Authorization</b>	<b>409.5</b>	<b>428.7</b>	<b>409.7</b>	<b>409.7</b>	<b>451.7</b>

# Personnel Agency Summary

## DEPARTMENT OF LABOR AND TRAINING

	FY 2019		FY 2020	
	FTE	Cost	FTE	Cost
Classified	391.2	24,531,960	433.2	27,993,330
Unclassified	18.5	1,697,143	18.5	1,731,698
<b>Subtotal</b>	<b>409.7</b>	<b>26,229,103</b>	<b>451.7</b>	<b>29,725,028</b>
Regular Wages		0		262,240
Overtime (1.5)		0		40,400
Seasonal/Special Salaries/Wages		35,006		36,060
Turnover		(1,460,185)		(2,076,997)
<b>Total Salaries</b>		<b>24,747,678</b>		<b>27,724,491</b>
<b>Benefits</b>				
FICA		1,895,329		2,112,854
Health Benefits		5,222,439		6,153,342
Other		1,034		1,075
Payroll Accrual		143,057		160,247
Retiree Health		1,476,171		1,834,885
Retirement		6,679,052		7,495,387
<b>Subtotal</b>		<b>15,417,082</b>		<b>17,757,790</b>
<b>Total Salaries and Benefits</b>	<b>409.7</b>	<b>40,164,760</b>	<b>451.7</b>	<b>45,482,281</b>
<b>Cost Per FTE Position</b>		<b>98,035</b>		<b>100,691</b>
Statewide Benefit Assessment		1,133,986		1,155,141
<b>Payroll Costs</b>	<b>409.7</b>	<b>41,298,746</b>	<b>451.7</b>	<b>46,637,422</b>
<b>Purchased Services</b>				
Buildings and Ground Maintenance		14,177		14,058
Clerical and Temporary Services		54,359		54,359
Information Technology		1,657,360		1,281,049
Legal Services		412,133		361,305
Management & Consultant Services		30,825		31,133
Medical Services		1,951,069		1,967,330
Other Contracts		549,303		553,556
Training and Educational Services		219,713		221,751
<b>Subtotal</b>		<b>4,888,939</b>		<b>4,484,541</b>
<b>Total Personnel</b>	<b>409.7</b>	<b>46,187,685</b>	<b>451.7</b>	<b>51,121,963</b>
<b>Distribution by Source of Funds</b>				
General Revenue		4,558,756		3,891,688
Federal Funds		20,106,067		22,311,393
Restricted Receipts		14,504,286		17,475,216
Other Funds		7,018,576		7,443,666
<b>Total All Funds</b>		<b>46,187,685</b>		<b>51,121,963</b>

# Performance Measures

## DEPARTMENT OF LABOR AND TRAINING

### Timeliness of Unemployment Insurance (UI) First Benefit Payments

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

<i>Frequency: Annual</i>	<i>Reporting Period: Calendar Year</i>				
	2016	2017	2018	2019	2020
<b>Target</b>	89.50%	87.00%	93.00%	87.00%	87.00%
<b>Actual</b>	89.50%	93.40%	91.80%	0.00%	

### Timeliness of UI Adjudication Decisions

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

<i>Frequency: Annual</i>	<i>Reporting Period: Calendar Year</i>				
	2016	2017	2018	2019	2020
<b>Target</b>	80.60%	80.00%	80.00%	80.00%	80.00%
<b>Actual</b>	80.60%	92.10%	91.40%	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>				
	2016	2017	2018	2019	2020
<b>Target</b>	19.00	15.00	10.00	15.00	15.00
<b>Actual</b>	19.00	10.00	15.00	0.00	

### Timeliness of Labor Standards Case Closure

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

<i>Frequency: Annual</i>	<i>Reporting Period: Calendar Year</i>				
	2016	2017	2018	2019	2020
<b>Target</b>	45.00%	75.00%	65.00%	62.00%	70.00%
<b>Actual</b>	45.00%	45.00%	56.00%	0.00%	

---

## 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. [Note: Missing values appear as zeros in the measure.]

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Target</b>	218.00	200.00	200.00	400.00	600.00
<b>Actual</b>	218.00	330.00	400.00	0.00	

---

#### Real Jobs Rhode Island Job Placements

---

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

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>	<b>2020</b>
<b>Target</b>	222.00	557.00	590.00	1,500.00	2,500.00
<b>Actual</b>	222.00	800.00	1,000.00	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	2017 Actuals	2018 Actuals	2019 Enacted Budget	2019 Revised Budget	2020 Recommended
Operations	1,042,437	5,248,494	2,149,403	1,042,673	1,019,628
<b>Total Expenditures</b>	<b>1,042,437</b>	<b>5,248,494</b>	<b>2,149,403</b>	<b>1,042,673</b>	<b>1,019,628</b>
<b>Expenditures by Object</b>					
Salary and Benefits	523,858	662,138	198,931	187,829	195,394
Contract Professional Services	68,704	101,971	53,087	55,859	56,178
Operating Supplies and Expenses	449,590	4,193,897	647,126	798,726	767,795
Assistance And Grants	17	8	18	18	18
<b>Subtotal: Operating</b>	<b>1,042,169</b>	<b>4,958,014</b>	<b>899,162</b>	<b>1,042,432</b>	<b>1,019,385</b>
Capital Purchases And Equipment	268	290,480	1,250,241	241	243
<b>Subtotal: Other</b>	<b>268</b>	<b>290,480</b>	<b>1,250,241</b>	<b>241</b>	<b>243</b>
<b>Total Expenditures</b>	<b>1,042,437</b>	<b>5,248,494</b>	<b>2,149,403</b>	<b>1,042,673</b>	<b>1,019,628</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	134,127	4,701,833	722,892	825,488	797,120
Restricted Receipts	687,522	340,496	176,511	217,185	222,508
Operating Transfers from Other Funds	220,788	206,165	1,250,000	0	0
<b>Total Expenditures</b>	<b>1,042,437</b>	<b>5,248,494</b>	<b>2,149,403</b>	<b>1,042,673</b>	<b>1,019,628</b>

# Personnel

## Agency: DEPARTMENT OF LABOR AND TRAINING

### Central Management

		FY 2019		FY 2020	
		FTE	Cost	FTE	Cost
<b>Classified</b>					
ADMINISTRATIVE OFFICER	00324A	1.0	65,803	1.0	68,275
ASSISTANT ADMINISTRATOR REHABILITATION UNIT	00137A	1.0	106,798	1.0	110,795
ASSISTANT DIRECTOR DEPARTMENT OF LABOR AND TRAINING	00140A	1.0	101,320	1.0	105,144
BUSINESS MANAGEMENT OFFICER	00B26A	1.0	78,417	1.0	81,315
CHIEF IMPLEMENTATION AIDE	00128A	1.0	57,714	1.0	62,010
CHIEF OF INFORMATION AND PUBLIC RELATIONS	00129A	1.0	69,958	1.0	72,598
FISCAL MANAGEMENT OFFICER	00B26A	1.0	74,874	1.0	77,588
IMPLEMENTATION AIDE	00322A	1.0	57,497	1.0	59,600
INVESTIGATIVE AIDE WORKERS COMPENSATION FRAUD PREV UNIT	00315A	1.0	76,569	1.0	76,569
INVESTIGATOR WORKERS COMPENSATION FRAUD PREV UNIT	0AB30A	1.0	67,760	1.0	73,519
LABOR STANDARDS EXAMINER	00322A	7.0	410,406	7.0	425,916
PROGRAMMING SERVICES OFFICER	00131A	1.0	67,603	1.0	73,563
SENIOR DLT BUSINESS OFFICER	00324A	1.0	52,308	1.0	56,610
<b>Subtotal Classified</b>		<b>19.0</b>	<b>1,287,027</b>	<b>19.0</b>	<b>1,343,502</b>
<b>Unclassified</b>					
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	1.5	146,838	1.5	146,838
<b>Subtotal Unclassified</b>		<b>1.5</b>	<b>146,838</b>	<b>1.5</b>	<b>146,838</b>
<b>Subtotal</b>		<b>20.5</b>	<b>1,433,865</b>	<b>20.5</b>	<b>1,490,340</b>
Transfer Out			(1,373,967)		(1,428,268)
Transfer In			60,094		62,333
Turnover			(417)		0
<b>Total Salaries</b>			<b>119,575</b>		<b>124,405</b>
<b>Benefits</b>					
FICA			9,180		9,516
Health Benefits			13,000		13,265
Payroll Accrual			694		720
Retiree Health			7,176		8,272
Retirement			32,759		34,101
<b>Subtotal</b>			<b>62,809</b>		<b>65,874</b>
<b>Total Salaries and Benefits</b>		<b>20.5</b>	<b>182,384</b>	<b>20.5</b>	<b>190,279</b>
<b>Cost Per FTE Position</b>			<b>8,897</b>		<b>9,282</b>
Statewide Benefit Assessment			5,445		5,115

---

## Personnel

---

**Agency: DEPARTMENT OF LABOR AND TRAINING**

---

### Central Management

---

	FY 2019		FY 2020	
	FTE	Cost	FTE	Cost
<b>Payroll Costs</b>	<b>20.5</b>	<b>187,829</b>	<b>20.5</b>	<b>195,394</b>
<b>Purchased Services</b>				
Buildings and Ground Maintenance		29		0
Clerical and Temporary Services		1,800		1,818
Information Technology		2,050		2,020
Legal Services		15,000		15,000
Other Contracts		36,480		36,809
Training and Educational Services		500		531
<b>Subtotal</b>		<b>55,859</b>		<b>56,178</b>
<b>Total Personnel</b>	<b>20.5</b>	<b>243,688</b>	<b>20.5</b>	<b>251,572</b>
<b>Distribution by Source of Funds</b>				
General Revenue		81,015		83,846
Restricted Receipts		162,673		167,726
<b>Total All Funds</b>		<b>243,688</b>		<b>251,572</b>

---

# 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	2017 Actuals	2018 Actuals	2019 Enacted Budget	2019 Revised Budget	2020 Recommended
Employment Services	3,151,509	3,639,216	3,907,136	4,171,812	4,040,138
Governor's Workforce Board RI	11,045,086	17,633,844	27,861,627	17,600,394	17,247,532
Labor Market Information	673,871	727,852	884,373	717,830	750,903
Veteran Services	679,378	665,499	617,645	626,171	643,314
WIOA & Other Training Programs	23,547,100	20,629,741	21,994,214	31,718,078	26,768,927
<b>Total Expenditures</b>	<b>39,096,944</b>	<b>43,296,152</b>	<b>55,264,995</b>	<b>54,834,285</b>	<b>49,450,814</b>
<b>Expenditures by Object</b>					
Salary and Benefits	14,151,285	13,487,655	14,087,102	14,590,310	15,894,197
Contract Professional Services	371,858	445,298	1,590,510	1,011,503	645,382
Operating Supplies and Expenses	1,802,991	2,655,437	1,895,666	3,554,828	3,526,892
Assistance And Grants	22,731,913	26,622,251	37,600,575	35,560,543	29,277,919
<b>Subtotal: Operating</b>	<b>39,058,047</b>	<b>43,210,641</b>	<b>55,173,853</b>	<b>54,717,184</b>	<b>49,344,390</b>
Capital Purchases And Equipment	38,897	80,223	51,881	77,840	67,163
Operating Transfers	0	5,288	39,261	39,261	39,261
<b>Subtotal: Other</b>	<b>38,897</b>	<b>85,511</b>	<b>91,142</b>	<b>117,101</b>	<b>106,424</b>
<b>Total Expenditures</b>	<b>39,096,944</b>	<b>43,296,152</b>	<b>55,264,995</b>	<b>54,834,285</b>	<b>49,450,814</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	630,862	640,921	6,277,198	6,254,517	6,276,757
Federal Funds	27,293,721	24,756,709	20,986,909	30,309,115	25,729,383
Restricted Receipts	11,045,086	17,633,844	27,861,627	17,600,394	17,247,532
Other Funds	127,275	264,678	139,261	670,259	197,142
<b>Total Expenditures</b>	<b>39,096,944</b>	<b>43,296,152</b>	<b>55,264,995</b>	<b>54,834,285</b>	<b>49,450,814</b>

# Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

## Workforce Development Services

		FY 2019		FY 2020	
		FTE	Cost	FTE	Cost
<b>Classified</b>					
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	00131A	1.0	65,426	1.0	71,893
<b>Subtotal Classified</b>		<b>1.0</b>	<b>65,426</b>	<b>1.0</b>	<b>71,893</b>
<b>Subtotal</b>		<b>1.0</b>	<b>65,426</b>	<b>1.0</b>	<b>71,893</b>
Transfer In			9,096,987		9,503,321
Turnover			(385,145)		(2,000)
<b>Total Salaries</b>			<b>8,777,268</b>		<b>9,573,214</b>
<b>Benefits</b>					
FICA			671,457		730,993
Health Benefits			1,781,702		1,888,184
Payroll Accrual			50,736		55,483
Retiree Health			524,881		636,612
Retirement			2,380,505		2,607,630
<b>Subtotal</b>			<b>5,409,281</b>		<b>5,918,902</b>
<b>Total Salaries and Benefits</b>		<b>1.0</b>	<b>14,186,549</b>	<b>1.0</b>	<b>15,492,116</b>
<b>Cost Per FTE Position</b>			<b>14,186,549</b>		<b>15,492,116</b>
Statewide Benefit Assessment			403,761		402,081
<b>Payroll Costs</b>		<b>1.0</b>	<b>14,590,310</b>	<b>1.0</b>	<b>15,894,197</b>
<b>Purchased Services</b>					
Buildings and Ground Maintenance			5,519		5,520
Clerical and Temporary Services			321		322
Information Technology			619,586		249,865
Legal Services			17,437		17,609
Management & Consultant Services			26,945		27,214
Other Contracts			324,385		327,372
Training and Educational Services			17,310		17,480
<b>Subtotal</b>			<b>1,011,503</b>		<b>645,382</b>
<b>Total Personnel</b>		<b>1.0</b>	<b>15,601,813</b>	<b>1.0</b>	<b>16,539,579</b>
<b>Distribution by Source of Funds</b>					
Federal Funds			11,148,276		11,599,240
Restricted Receipts			4,367,870		4,850,909
Other Funds			85,667		89,430
<b>Total All Funds</b>			<b>15,601,813</b>		<b>16,539,579</b>

## 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	2017 Actuals	2018 Actuals	2019 Enacted Budget	2019 Revised Budget	2020 Recommended
Labor Standards	324,647	553,452	758,299	857,460	641,075
Occupational Safety	697,162	743,084	960,685	988,617	691,723
Professional Regulations	796,952	1,601,658	1,391,980	2,529,780	1,898,762
<b>Total Expenditures</b>	<b>1,818,761</b>	<b>2,898,194</b>	<b>3,110,964</b>	<b>4,375,857</b>	<b>3,231,560</b>
<b>Expenditures by Object</b>					
Salary and Benefits	1,658,189	2,319,177	2,745,554	3,958,727	2,814,629
Contract Professional Services	19,718	45,576	19,188	19,188	19,188
Operating Supplies and Expenses	137,994	522,321	343,303	395,023	394,824
Assistance And Grants	341	231	349	349	349
<b>Subtotal: Operating</b>	<b>1,816,242</b>	<b>2,887,305</b>	<b>3,108,394</b>	<b>4,373,287</b>	<b>3,228,990</b>
Capital Purchases And Equipment	2,519	10,889	2,570	2,570	2,570
<b>Subtotal: Other</b>	<b>2,519</b>	<b>10,889</b>	<b>2,570</b>	<b>2,570</b>	<b>2,570</b>
<b>Total Expenditures</b>	<b>1,818,761</b>	<b>2,898,194</b>	<b>3,110,964</b>	<b>4,375,857</b>	<b>3,231,560</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	1,818,761	2,898,194	3,110,964	4,375,857	3,231,560
<b>Total Expenditures</b>	<b>1,818,761</b>	<b>2,898,194</b>	<b>3,110,964</b>	<b>4,375,857</b>	<b>3,231,560</b>

# Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

## Workforce Regulation and Safety

		FY 2019		FY 2020	
		FTE	Cost	FTE	Cost
<b>Classified</b>					
APPRENTICESHIP TRAINING COORDINATOR	00324A	1.0	57,278	1.0	59,441
CHIEF BOILER AND PRESSURE VESSEL INSPECTOR	00330A	2.0	126,973	2.0	137,295
CHIEF ELECTRICAL INVESTIGATOR (BD. OF EXAM. OF ELECT.)	00330A	1.0	65,021	1.0	70,876
CHIEF ELEVATOR INSPECTOR	00330A	1.0	75,282	1.0	78,124
CHIEF HAZARDOUS SUBSTANCE UNIT	00326A	1.0	69,002	1.0	71,607
CHIEF IMPLEMENTATION AIDE	00128A	1.0	66,631	1.0	69,147
CHIEF IMPLEMENTATION AIDE	00328A	1.0	75,070	1.0	77,886
CHIEF LABOR STANDARDS EXAMINER	00330A	1.0	79,414	1.0	82,364
CHIEF LICENSING EXAMINER-DIVISION OF COMM LICEN & REGUL	00333A	1.0	90,922	1.0	94,249
CHIEF MECHANICAL INVESTIGATOR (BD OF MECHANICAL EXAMINERS)	00330A	1.0	75,249	1.0	77,962
CHIEF PLUMBING INVESTIGATOR (BD OF PLUMBING EXAMINERS)	00330A	1.0	63,596	1.0	68,606
CHIEF PREVAILING WAGE INVESTIGATOR	00330A	1.0	80,677	1.0	83,648
EMPLOYMENT AND TRAINING ADMINISTRATOR	00135A	1.0	77,754	1.0	80,689
IMPLEMENTATION AIDE	00322A	3.0	169,953	3.0	179,121
LABOR STANDARDS EXAMINER	00322A	2.0	103,870	2.0	107,794
PREVAILING WAGE INVESTIGATOR	00322A	1.0	53,202	1.0	55,211
SENIOR INDUSTRIAL SAFETY SPECIALIST (DLT)	00328A	1.0	63,486	1.0	65,883
SENIOR PREVAILING WAGE INVESTIGATOR	00327A	1.0	64,154	1.0	66,576
SUPERVISOR APPRENTICESHIP TRAINING PROGRAMS	00327A	1.0	71,791	1.0	74,502
<b>Subtotal Classified</b>		<b>23.0</b>	<b>1,529,325</b>	<b>23.0</b>	<b>1,600,981</b>
<b>Unclassified</b>					
CHIEF HOISTING ENGINEER INVESTIGATOR	00328A	1.0	60,821	1.0	64,141
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	1.0	91,488	1.0	91,488
<b>Subtotal Unclassified</b>		<b>2.0</b>	<b>152,309</b>	<b>2.0</b>	<b>155,629</b>
<b>Subtotal</b>		<b>25.0</b>	<b>1,681,634</b>	<b>25.0</b>	<b>1,756,610</b>
Transfer Out			(188,828)		(193,847)
Transfer In			966,186		999,078
Seasonal/Special Salaries/Wages			1,456		1,456
Turnover			(101,453)		(1,013,000)
<b>Total Salaries</b>			<b>2,358,995</b>		<b>1,550,297</b>

# Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

## Workforce Regulation and Safety

	FY 2019		FY 2020	
	FTE	Cost	FTE	Cost
<b>Benefits</b>				
FICA		181,757		118,592
Health Benefits		513,660		554,218
Other		469		508
Payroll Accrual		13,724		8,974
Retiree Health		141,984		102,999
Retirement		641,649		417,862
<b>Subtotal</b>		<b>1,493,243</b>		<b>1,203,153</b>
<b>Total Salaries and Benefits</b>	<b>25.0</b>	<b>3,852,238</b>	<b>25.0</b>	<b>2,753,450</b>
<b>Cost Per FTE Position</b>		<b>154,090</b>		<b>110,138</b>
Statewide Benefit Assessment		106,489		61,179
<b>Payroll Costs</b>	<b>25.0</b>	<b>3,958,727</b>	<b>25.0</b>	<b>2,814,629</b>
<b>Purchased Services</b>				
Buildings and Ground Maintenance		1,688		1,688
Clerical and Temporary Services		1,164		1,164
Information Technology		1,188		1,188
Legal Services		3,696		3,696
Other Contracts		8,397		8,397
Training and Educational Services		3,055		3,055
<b>Subtotal</b>		<b>19,188</b>		<b>19,188</b>
<b>Total Personnel</b>	<b>25.0</b>	<b>3,977,915</b>	<b>25.0</b>	<b>2,833,817</b>
<b>Distribution by Source of Funds</b>				
General Revenue		3,977,915		2,833,817
<b>Total All Funds</b>		<b>3,977,915</b>		<b>2,833,817</b>

# 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	2017 Actuals	2018 Actuals	2019 Enacted Budget	2019 Revised Budget	2020 Recommended
Employer Tax	0	0	0	0	3,376,494
Fire and Police	4,021,667	4,219,764	3,939,754	3,937,528	3,811,080
TDI	191,577,274	194,405,200	203,411,107	199,514,867	203,094,524
Unemployment Insurance	175,700,197	165,948,710	180,967,556	171,998,657	179,209,179
<b>Total Expenditures</b>	<b>371,299,138</b>	<b>364,573,674</b>	<b>388,318,417</b>	<b>375,451,052</b>	<b>389,491,277</b>
<b>Expenditures by Object</b>					
Salary and Benefits	19,788,629	19,034,160	20,184,447	17,018,530	21,730,246
Contract Professional Services	1,772,045	1,344,610	789,494	1,309,484	1,265,871
Operating Supplies and Expenses	3,981,936	3,300,299	9,481,552	7,393,296	5,293,274
Assistance And Grants	337,210,237	333,342,524	351,232,085	341,820,306	352,931,821
<b>Subtotal: Operating</b>	<b>362,752,847</b>	<b>357,021,593</b>	<b>381,687,578</b>	<b>367,541,616</b>	<b>381,221,212</b>
Capital Purchases And Equipment	65,731	111,429	60,839	74,436	85,065
Operating Transfers	8,480,560	7,440,652	6,570,000	7,835,000	8,185,000
<b>Subtotal: Other</b>	<b>8,546,291</b>	<b>7,552,081</b>	<b>6,630,839</b>	<b>7,909,436</b>	<b>8,270,065</b>
<b>Total Expenditures</b>	<b>371,299,138</b>	<b>364,573,674</b>	<b>388,318,417</b>	<b>375,451,052</b>	<b>389,491,277</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	4,021,667	4,219,764	3,939,754	3,920,209	5,066,681
Federal Funds	16,575,795	13,173,002	19,766,914	15,128,643	14,226,963
Restricted Receipts	2,078,730	2,442,534	1,980,642	2,352,333	4,368,109
Other Funds	348,622,946	344,738,374	362,631,107	354,049,867	365,829,524
<b>Total Expenditures</b>	<b>371,299,138</b>	<b>364,573,674</b>	<b>388,318,417</b>	<b>375,451,052</b>	<b>389,491,277</b>

# Personnel

## Agency: DEPARTMENT OF LABOR AND TRAINING

### Income Support

		FY 2019		FY 2020	
		FTE	Cost	FTE	Cost
<b>Classified</b>					
ADMINISTRATIVE OFFICER	00124A	3.0	156,747	3.0	163,431
ADMINISTRATOR- FINANCIAL MANAGEMENT	00137A	2.0	170,752	2.0	177,200
ADMINISTRATOR- OPERATIONS MANAGEMENT	00141A	4.0	436,185	4.0	455,153
ASSISTANT ADMINISTRATOR- FINANCIAL MANAGEMENT	00134A	1.0	71,339	1.0	75,311
ASSISTANT CHIEF OF PLANNING	00137A	2.0	183,083	2.0	191,672
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	00129A	13.0	877,590	13.0	927,086
ASSISTANT COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRMS	00129A	1.0	66,626	1.0	69,141
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT MANAGEMENT	00141A	1.0	123,870	1.0	128,486
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	00143A	1.0	126,016	1.0	132,472
ASSISTANT DIRECTOR FOR BUSINESS AFFAIRS (DLT)	00139A	1.0	101,221	1.0	105,042
ASSISTANT DIRECTOR FOR LABOR MARKET INFO & MGMT SVS DLT	00139A	1.0	116,394	1.0	120,764
ASSISTANT DIRECTOR FOR PLANNING AND PROGRAM DEVEL (DLT)	00139A	1.0	114,540	1.0	120,351
BENEFIT CLAIMS SPECIALIST	00323A	49.0	2,740,238	49.0	2,851,651
BUSINESS SERVICES SPECIALIST	00324A	8.0	445,946	8.0	462,787
CHIEF IMPLEMENTATION AIDE	00128A	5.0	334,047	5.0	351,149
CHIEF OF LABOR AND TRAINING OPERATIONS	00134A	7.0	605,556	7.0	634,669
CHIEF OF RESEARCH AND ANALYSIS	00134A	1.0	90,148	1.0	93,507
CHIEF OF TAX PROCESSING SERVICES	00140A	0.0	0	1.0	122,211
CHIEF PROGRAM DEVELOPMENT	00134A	5.0	384,734	5.0	404,748
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	00137A	1.0	90,099	1.0	93,500
CHIEF REFEREE - BOARD OF REVIEW	00138A	1.0	112,511	1.0	116,733
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	00131A	19.0	1,388,889	19.0	1,458,920
COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRAMS	00131A	1.0	72,034	1.0	74,754
DEPUTY DIRECTOR (DLT)	00144A	1.0	146,324	1.0	151,808
DISABLED VETERANS JOB ASSISTANT	00320A	3.0	144,097	3.0	149,538
DLT BUSINESS OFFICER	00321A	2.0	101,824	5.0	243,782
EMPLOYER REGISTRATION SUPERVISOR	00326A	0.0	0	1.0	60,942
EMPLOYMENT AND TRAINING ADMINISTRATOR	00135A	2.0	198,120	2.0	205,559
EMPLOYMENT AND TRAINING ASSISTANT	00316A	3.0	142,301	3.0	148,179
EMPLOYMENT AND TRAINING FINANCIAL ANALYST	00132A	1.0	74,846	1.0	77,672

# Personnel

## Agency: DEPARTMENT OF LABOR AND TRAINING

### Income Support

		FY 2019		FY 2020	
		FTE	Cost	FTE	Cost
<b>Classified</b>					
EMPLOYMENT AND TRAINING MANAGER	00126A	11.0	671,701	11.0	701,089
EMPLOYMENT & TRAINING INTERVIEWER & INTERPRETER (SPANIS	00320A	11.0	503,963	11.0	533,724
EMPLOYMENT & TRAINING INTERVIEWER & INTERPR (PORTUGUESE	00320A	2.0	89,817	2.0	96,070
FRAUD AND OVERPAYMENT INVESTIGATOR	00321A	4.0	205,821	4.0	213,554
INTERPRETER (SPANISH)	00316A	4.0	165,193	4.0	173,953
LABOR AND TRAINING ADMINISTRATOR	00138A	1.0	104,047	1.0	112,490
LEGAL ASSISTANT	00319A	1.0	54,951	1.0	57,025
LOCAL VETERANS EMPLOYMENT REPRESENTATIVE	00320A	2.0	94,491	2.0	98,059
MANAGEMENT ASSISTANCE SUPERVISOR	00131A	3.0	213,087	3.0	227,743
NURSING CARE EVALUATOR	00520A	2.0	163,571	2.0	165,007
OFFICE MANAGER	00123A	3.0	166,274	3.0	172,537
PRINCIPAL AUDITOR	00128A	4.0	226,832	4.0	236,376
PRINCIPAL CLERK-TYPIST	00312A	1.0	38,298	1.0	39,744
PRINCIPAL DLT BUSINESS OFFICER	00127A	2.0	122,090	2.0	129,375
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	00323A	37.0	2,056,749	37.0	2,134,280
PRINCIPAL EMPLOYMENT AND TRAINING MANAGER	00130A	5.0	390,369	5.0	405,607
PRINCIPAL REVENUE AGENT	00831A	0.0	0	4.0	312,011
REFEREE - BOARD OF REVIEW	00137A	6.0	592,542	6.0	616,850
REVENUE OFFICER	00321A	0.0	0	9.0	469,885
SENIOR COMPUTER OPERATOR	00318A	2.0	91,925	2.0	96,365
SENIOR DLT BUSINESS OFFICER	00324A	4.0	239,501	5.0	300,642
SENIOR EMPLOYMENT AND TRAINING INTERVIEWER	00320A	48.2	2,453,452	48.2	2,564,221
SENIOR EMPLOYMENT & TRAINING MONITORING & EVAL SPEC	00126A	8.0	502,932	8.0	521,811
SENIOR LEGAL COUNSEL	00134A	0.0	0	1.0	75,312
SENIOR RESEARCH TECHNICIAN	00323A	4.0	223,538	4.0	232,954
SENIOR WORD PROCESSING TYPIST	00312A	3.0	113,155	3.0	118,066
SUPERVISING DLT BUSINESS OFFICER	00131A	1.0	72,033	1.0	74,753
SUPERVISING DLT BUSINESS OFFICER	00132A	1.0	88,656	1.0	91,970
SUPERVISING REVENUE OFFICER	00831A	0.0	0	1.0	89,192
SUPERVISOR OF OFFICE SERVICES (DLT)	00131A	1.0	72,033	1.0	74,753
TAX AIDE I	00316A	0.0	0	2.0	85,156
TAX AIDE II	00318A	0.0	0	10.0	479,111

# Personnel

## Agency: DEPARTMENT OF LABOR AND TRAINING

### Income Support

		FY 2019		FY 2020	
		FTE	Cost	FTE	Cost
<b>Classified</b>					
TAX EXAMINER (DOA)	00321A	0.0	0	8.0	430,616
TRAINING SUPERVISOR	00326A	0.0	0	1.0	59,354
<b>Subtotal Classified</b>		<b>311.2</b>	<b>19,333,098</b>	<b>353.2</b>	<b>22,557,873</b>
<b>Unclassified</b>					
CENTRAL MAIL ROOM CLERK	00311G	2.0	72,922	2.0	72,922
CHAIRPERSON MEMBER OF BOARD OF REVIEW (ES)	00837A	1.0	96,640	1.0	100,289
CONFIDENTIAL SECRETARY	00818A	1.0	55,514	1.0	57,609
DIRECTOR- DEPARTMENT OF LABOR AND TRAINING	20948F	1.0	135,000	1.0	135,000
EXECUTIVE COUNSEL	00839A	1.0	111,810	1.0	116,034
EXECUTIVE DIRECTOR GOVERNOR'S WORKFORCE BOARD	00839A	1.0	106,486	1.0	110,506
LEGAL COUNSEL (BOARD OF REVIEW)	00889F	0.5	47,242	0.5	47,242
LEGAL COUNSEL (EMPLOYMENT SECURITY)	00889F	3.5	338,955	3.5	338,955
MEMBER- BOARD OF REVIEW (ES)	00835A	2.0	211,482	2.0	219,410
SPECIAL ASSISTANT	00829A	1.0	67,120	1.0	72,709
<b>Subtotal Unclassified</b>		<b>14.0</b>	<b>1,243,171</b>	<b>14.0</b>	<b>1,270,676</b>
<b>Subtotal</b>		<b>325.2</b>	<b>20,576,269</b>	<b>367.2</b>	<b>23,828,549</b>
Transfer Out			(9,785,079)		(10,218,235)
Transfer In			267,202		282,227
Regular Wages			0		262,240
Overtime (1.5)			0		40,400
Turnover			(841,227)		(1,061,997)
<b>Total Salaries</b>			<b>10,160,919</b>		<b>12,870,944</b>
<b>Benefits</b>					
FICA			777,949		977,920
Health Benefits			2,197,729		2,934,346
Payroll Accrual			58,779		74,319
Retiree Health			608,119		853,203
Retirement			2,748,756		3,482,788
<b>Subtotal</b>			<b>6,391,332</b>		<b>8,322,576</b>
<b>Total Salaries and Benefits</b>		<b>325.2</b>	<b>16,552,251</b>	<b>367.2</b>	<b>21,193,520</b>
<b>Cost Per FTE Position</b>			<b>50,899</b>		<b>57,717</b>
Statewide Benefit Assessment			466,279		536,726

---

## Personnel

**Agency: DEPARTMENT OF LABOR AND TRAINING**

---

### Income Support

---

	FY 2019		FY 2020	
	FTE	Cost	FTE	Cost
<b>Payroll Costs</b>	<b>325.2</b>	<b>17,018,530</b>	<b>367.2</b>	<b>21,730,246</b>
<b>Purchased Services</b>				
Buildings and Ground Maintenance		6,121		6,122
Clerical and Temporary Services		46,224		46,249
Information Technology		709,041		714,254
Legal Services		350,000		300,000
Management & Consultant Services		3,880		3,919
Medical Services		62,969		63,599
Other Contracts		121,976		122,413
Training and Educational Services		9,273		9,315
<b>Subtotal</b>		<b>1,309,484</b>		<b>1,265,871</b>
<b>Total Personnel</b>	<b>325.2</b>	<b>18,328,014</b>	<b>367.2</b>	<b>22,996,117</b>
<b>Distribution by Source of Funds</b>				
General Revenue		84,981		561,619
Federal Funds		8,957,791		10,712,153
Restricted Receipts		2,352,333		4,368,109
Other Funds		6,932,909		7,354,236
<b>Total All Funds</b>		<b>18,328,014</b>		<b>22,996,117</b>

## 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	2017 Actuals	2018 Actuals	2019 Enacted Budget	2019 Revised Budget	2020 Recommended
Education & Rehabilitation	4,079,385	5,054,197	4,146,768	5,015,249	5,106,233
Workers' Comp Compliance	4,105,739	4,008,642	4,809,543	5,087,164	5,467,489
<b>Total Expenditures</b>	<b>8,185,124</b>	<b>9,062,839</b>	<b>8,956,311</b>	<b>10,102,413</b>	<b>10,573,722</b>
<b>Expenditures by Object</b>					
Salary and Benefits	4,188,878	4,313,227	4,802,004	5,173,155	5,618,971
Contract Professional Services	2,404,563	2,320,752	2,440,144	2,448,255	2,469,501
Operating Supplies and Expenses	406,195	1,439,657	414,301	1,411,149	1,415,347
Assistance And Grants	1,175,603	1,002,809	1,289,833	1,065,392	1,065,396
<b>Subtotal: Operating</b>	<b>8,175,239</b>	<b>9,076,445</b>	<b>8,946,282</b>	<b>10,097,951</b>	<b>10,569,215</b>
Capital Purchases And Equipment	9,885	(13,606)	10,029	4,462	4,507
<b>Subtotal: Other</b>	<b>9,885</b>	<b>(13,606)</b>	<b>10,029</b>	<b>4,462</b>	<b>4,507</b>
<b>Total Expenditures</b>	<b>8,185,124</b>	<b>9,062,839</b>	<b>8,956,311</b>	<b>10,102,413</b>	<b>10,573,722</b>
<b>Expenditures by Source of Funds</b>					
Restricted Receipts	8,185,124	9,062,839	8,956,311	10,102,413	10,573,722
<b>Total Expenditures</b>	<b>8,185,124</b>	<b>9,062,839</b>	<b>8,956,311</b>	<b>10,102,413</b>	<b>10,573,722</b>

# Personnel

## Agency: DEPARTMENT OF LABOR AND TRAINING

### Injured Workers Services

		FY 2019		FY 2020	
		FTE	Cost	FTE	Cost
<b>Classified</b>					
ASSISTANT ADMINISTRATIVE OFFICER	00321A	2.0	106,765	2.0	112,707
ASSISTANT ADMINISTRATOR OF VOCATIONAL REHAB (REHAB)	00132A	1.0	74,846	1.0	77,672
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (COTA)	00320A	2.0	94,490	2.0	98,058
CHIEF ADMINISTRATOR DIVISION OF REHAB AND EDUC (DLT)	00140A	1.0	123,990	1.0	128,580
CHIEF DATA OPERATIONS	00333A	1.0	93,613	1.0	97,084
CHIEF INVESTIGATOR WORKERS COMPENSATION (FRAUD PRV UNT)	0AB38A	1.0	112,344	1.0	116,488
COMPENSATION CLAIMS ANALYST	00322A	3.0	159,426	3.0	167,446
DATA ANALYST I	00334A	1.0	70,435	1.0	73,094
DLT BUSINESS OFFICER	00321A	1.0	48,860	1.0	53,146
EDUCATION UNIT REPRESENTATIVE	00326A	2.0	124,783	2.0	135,060
EMPLOYMENT AND TRAINING ASSISTANT	00316A	1.0	44,047	1.0	45,711
IMPLEMENTATION AIDE	0AB22A	1.0	56,761	1.0	58,865
INVESTIGATOR WORKERS COMPENSATION FRAUD PREV UNIT	0AB30A	4.0	315,576	4.0	331,085
MEDICAL ASSISTANT	00320A	2.0	89,338	2.0	95,513
MEDICAL RECORDS TECHNICIAN	00320A	1.0	45,117	1.0	48,392
PHYSICAL THERAPY ASSISTANT	00320A	5.0	252,734	5.0	263,259
SENIOR WORD PROCESSING TYPIST	00312A	3.0	114,993	3.0	119,963
SUPERVISOR OF VOCATIONAL REHABILITATION (DISAB. DETER.)	00329A	1.0	65,959	1.0	68,450
UNIT CLAIMS MANAGER	00326A	1.0	71,494	1.0	74,154
WORKERS' COMPENSATION PATIENT CARE COORDINATOR	00520A	2.0	174,636	2.0	174,636
<b>Subtotal Classified</b>		<b>36.0</b>	<b>2,240,207</b>	<b>36.0</b>	<b>2,339,363</b>
<b>Subtotal</b>		<b>36.0</b>	<b>2,240,207</b>	<b>36.0</b>	<b>2,339,363</b>
Transfer Out			(63,886)		(68,233)
Transfer In			1,021,291		1,061,624
Seasonal/Special Salaries/Wages			5,600		5,600
Turnover			(129,694)		0
<b>Total Salaries</b>			<b>3,073,518</b>		<b>3,338,354</b>

# Personnel

Agency: DEPARTMENT OF LABOR AND TRAINING

## Injured Workers Services

	FY 2019		FY 2020	
	FTE	Cost	FTE	Cost
<b>Benefits</b>				
FICA		235,122		255,386
Health Benefits		692,623		739,047
Other		565		567
Payroll Accrual		17,731		19,313
Retiree Health		183,460		221,628
Retirement		829,012		904,706
<b>Subtotal</b>		<b>1,958,513</b>		<b>2,140,647</b>
<b>Total Salaries and Benefits</b>	<b>36.0</b>	<b>5,032,031</b>	<b>36.0</b>	<b>5,479,001</b>
<b>Cost Per FTE Position</b>		<b>139,779</b>		<b>152,194</b>
Statewide Benefit Assessment		141,124		139,970
<b>Payroll Costs</b>	<b>36.0</b>	<b>5,173,155</b>	<b>36.0</b>	<b>5,618,971</b>
<b>Purchased Services</b>				
Buildings and Ground Maintenance		720		728
Clerical and Temporary Services		2,150		2,171
Information Technology		310,495		313,601
Medical Services		1,888,100		1,903,731
Other Contracts		57,315		57,900
Training and Educational Services		189,475		191,370
<b>Subtotal</b>		<b>2,448,255</b>		<b>2,469,501</b>
<b>Total Personnel</b>	<b>36.0</b>	<b>7,621,410</b>	<b>36.0</b>	<b>8,088,472</b>
<b>Distribution by Source of Funds</b>				
Restricted Receipts		7,621,410		8,088,472
<b>Total All Funds</b>		<b>7,621,410</b>		<b>8,088,472</b>

## **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	2017 Actuals	2018 Actuals	2019 Enacted Budget	2019 Revised Budget	2020 Recommended
Labor Relations	404,678	415,832	414,147	471,970	441,669
<b>Total Expenditures</b>	<b>404,678</b>	<b>415,832</b>	<b>414,147</b>	<b>471,970</b>	<b>441,669</b>
<b>Expenditures by Object</b>					
Salary and Benefits	351,011	290,955	357,706	370,195	383,985
Contract Professional Services	43,346	71,110	28,421	44,650	28,421
Operating Supplies and Expenses	9,562	53,014	27,246	56,351	28,489
Assistance And Grants	21	17	22	22	22
<b>Subtotal: Operating</b>	<b>403,940</b>	<b>415,096</b>	<b>413,395</b>	<b>471,218</b>	<b>440,917</b>
Capital Purchases And Equipment	738	736	752	752	752
<b>Subtotal: Other</b>	<b>738</b>	<b>736</b>	<b>752</b>	<b>752</b>	<b>752</b>
<b>Total Expenditures</b>	<b>404,678</b>	<b>415,832</b>	<b>414,147</b>	<b>471,970</b>	<b>441,669</b>
<b>Expenditures by Source of Funds</b>					
General Revenue	404,678	415,832	414,147	471,970	441,669
<b>Total Expenditures</b>	<b>404,678</b>	<b>415,832</b>	<b>414,147</b>	<b>471,970</b>	<b>441,669</b>

# Personnel

## Agency: DEPARTMENT OF LABOR AND TRAINING

### Labor Relations Board

	FY 2019		FY 2020		
	FTE	Cost	FTE	Cost	
<b>Classified</b>					
LABOR BOARD CASE AGENT	00128A	1.0	76,877	1.0	79,718
<b>Subtotal Classified</b>		<b>1.0</b>	<b>76,877</b>	<b>1.0</b>	<b>79,718</b>
<b>Unclassified</b>					
ADMINISTRATOR LABOR RELATIONS BOARD	00833A	1.0	99,573	1.0	103,303
CHAIRPERSON- LABOR RELATIONS BOARD	00953F	0.0	14,659	0.0	14,659
LABOR RELATIONS BOARD MEMBER	00952F	0.0	40,593	0.0	40,593
<b>Subtotal Unclassified</b>		<b>1.0</b>	<b>154,825</b>	<b>1.0</b>	<b>158,555</b>
<b>Subtotal</b>		<b>2.0</b>	<b>231,702</b>	<b>2.0</b>	<b>238,273</b>
Seasonal/Special Salaries/Wages			27,950		29,004
Turnover			(2,249)		0
<b>Total Salaries</b>			<b>257,403</b>		<b>267,277</b>
<b>Benefits</b>					
FICA			19,864		20,447
Health Benefits			23,725		24,282
Payroll Accrual			1,393		1,438
Retiree Health			10,551		12,171
Retirement			46,371		48,300
<b>Subtotal</b>			<b>101,904</b>		<b>106,638</b>
<b>Total Salaries and Benefits</b>		<b>2.0</b>	<b>359,307</b>	<b>2.0</b>	<b>373,915</b>
<b>Cost Per FTE Position</b>			<b>179,654</b>		<b>186,958</b>
Statewide Benefit Assessment			10,888		10,070
<b>Payroll Costs</b>		<b>2.0</b>	<b>370,195</b>	<b>2.0</b>	<b>383,985</b>
<b>Purchased Services</b>					
Buildings and Ground Maintenance			100		0
Clerical and Temporary Services			2,700		2,635
Information Technology			15,000		121
Legal Services			26,000		25,000
Other Contracts			750		665
Training and Educational Services			100		0
<b>Subtotal</b>			<b>44,650</b>		<b>28,421</b>
<b>Total Personnel</b>		<b>2.0</b>	<b>414,845</b>	<b>2.0</b>	<b>412,406</b>
<b>Distribution by Source of Funds</b>					
General Revenue			414,845		412,406
<b>Total All Funds</b>			<b>414,845</b>		<b>412,406</b>

