

State of Rhode Island and Providence Plantations

Budget



Fiscal Year 2013

Volume 1 – General Government, Quasi-Public
Agencies and Component Units

Lincoln D. Chafee, Governor

Agency

Department Of Labor And Training

Agency Mission

To provide the public programs for workforce development, income support, injured workers services, and workforce regulation and safety that exceed customer expectations, lead to an improved economy, and enhance the quality of life for all residents.

Agency Description

The Department of Labor and Training provides a comprehensive array of employment and training services to Rhode Islanders and administers the laws governing workforce regulation, safety and labor law enforcement. The Department consists of the following six programs: Executive Management, Income Support, Workforce Development Services, 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, Temporary Disability Insurance, and the Police and Fire Relief Fund.

The Workforce Development Program consists of employment and training programs designed to help individuals find gainful employment and employers' suitable workers. It includes the Governor's Workforce Board Rhode Island develops of strategic plans, policies, and program development to coordinate employment and training related programs link these activities with key partners and stakeholder to create and address a demand-driven workforce agenda for the state.

The Workers Compensation Program operates the State's Workers' Compensation System. The Dr. Donley Center provides rehabilitation services for workers injured on the job. The Workers' Compensation Education unit provides information to workers and employers regarding Workers' Compensation laws and regulations.

The Workforce Regulation and Safety Program is responsible for enforcing laws relating to professional regulation, labor standards, occupational health and safety and certification of weights and measures.

The Labor Relations Board is responsible for public sector bargaining unit determinations, collective bargaining elections, and investigations of charges of unfair practices.

Statutory History

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

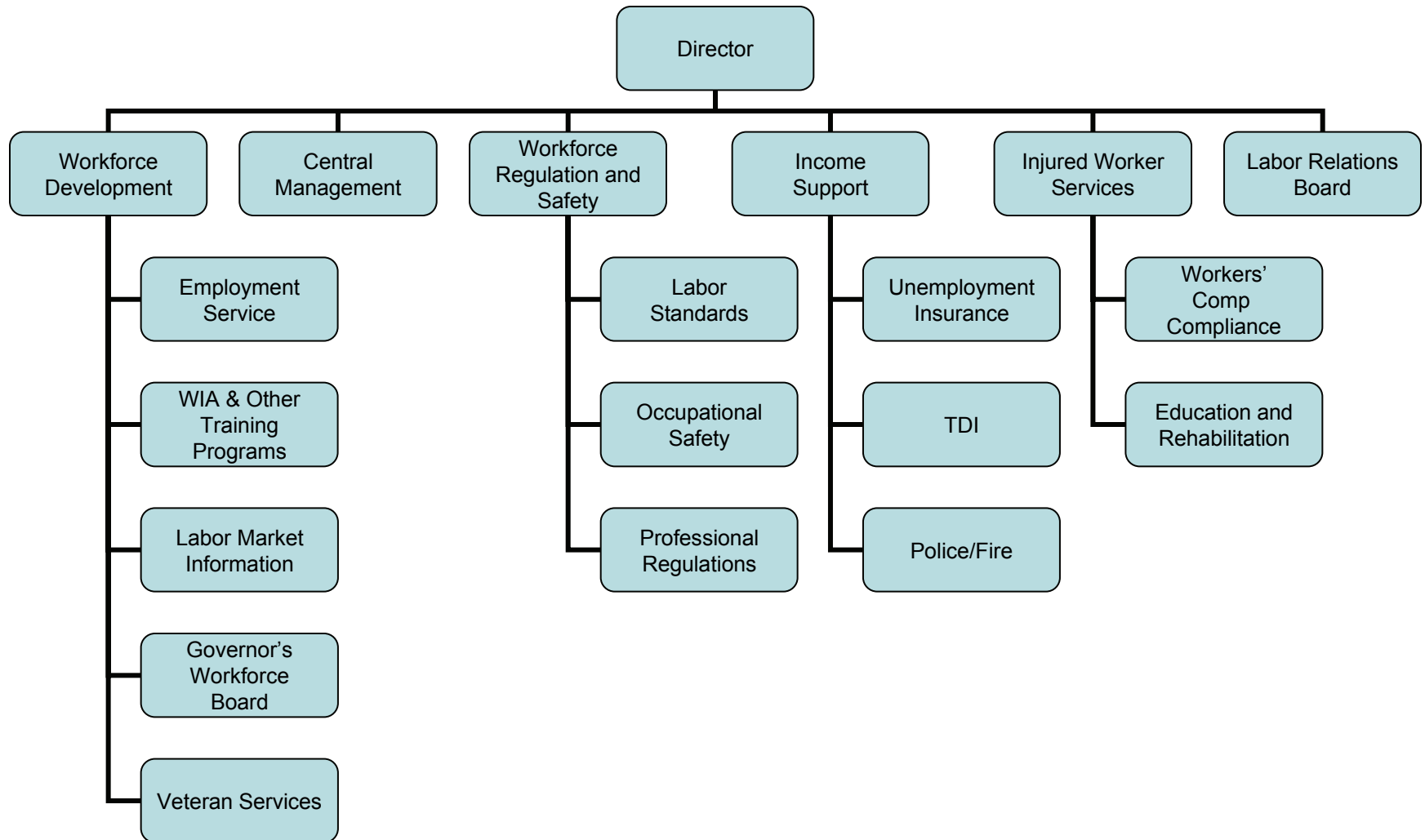
Budget

Department Of Labor And Training

	FY 2010 Audited	FY 2011 Audited	FY 2012 Enacted	FY 2012 Revised	FY 2013 Recommend
Expenditures By Program					
Central Management	440,415	537,623	1,626,414	1,905,938	779,048
Workforce Development Services	40,213,104	40,242,788	36,033,528	34,810,888	29,716,864
Workforce Regulation and Safety	2,045,193	2,498,957	2,901,435	2,881,080	2,994,552
Income Support	971,273,004	860,890,422	522,153,651	801,782,352	509,496,679
Injured Workers Services	7,787,309	7,990,077	8,555,089	9,164,522	9,151,106
Labor Relations Board	371,898	361,720	396,538	383,631	292,185
Total Expenditures	\$1,022,130,923	\$912,521,587	\$571,666,655	\$850,928,411	\$552,430,434
Expenditures By Object					
Personnel	40,186,179	43,550,338	46,006,256	48,090,369	35,623,735
Operating Supplies and Expenses	4,744,752	5,514,421	4,975,312	5,723,993	7,244,485
Assistance and Grants	959,303,760	834,067,140	491,183,730	724,534,477	460,117,605
Subtotal: Operating Expenditures	1,004,234,691	883,131,899	542,165,298	778,348,839	502,985,825
Capital Purchases and Equipment	754,775	462,760	1,547,594	3,118,233	528,996
Debt Service (Fixed Charges)	-	4,699,478	-	25,683,300	18,572,493
Operating Transfers	17,141,457	24,227,450	27,953,763	43,778,039	30,343,120
Total Expenditures	\$1,022,130,923	\$912,521,587	\$571,666,655	\$850,928,411	\$552,430,434
Expenditures By Funds					
General Revenue	6,308,677	6,902,868	7,575,486	7,632,540	7,640,415
Federal Funds	330,506,335	234,108,321	99,763,402	212,951,110	43,521,074
Restricted Receipts	19,182,847	20,821,559	17,104,361	43,435,879	36,700,976
Operating Transfers from Other Funds	7,854	3,450	978,500	1,192,500	310,500
Other Funds	666,125,210	650,685,389	446,244,906	585,716,382	464,257,469
Total Expenditures	\$1,022,130,923	\$912,521,587	\$571,666,655	\$850,928,411	\$552,430,434
FTE Authorization	514.4	512.2	470.2	470.1	364.4
Agency Measures					
Minorities as a Percentage of the Workforce	13.6%	19.1%	19.0%	19.0%	19.0%
Females as a Percentage of the Workforce	68.4%	70.2%	68.2%	68.2%	68.2%
Persons with Disabilities as a Percentage of the Workforce	2.8%	2.6%	2.8%	2.8%	2.8%

The Agency

Department of Labor and Training



Personnel

Department Of Labor And Training Agency Summary

	FY 2012		FY 2013	
	FTE	Cost	FTE	Cost
Distribution by Category				
Classified	452.5	24,953,846	452.5	25,337,700
Unclassified	17.6	1,615,696	17.6	1,544,839
Cost Allocation from Other Programs	21.7	1,182,187	21.3	1,212,955
Cost Allocation to other programs	(21.7)	(1,182,187)	(21.3)	(1,212,955)
Overtime	-	467,000	-	250,000
Program Reduction	-	-	(105.7)	(6,001,978)
Turnover	-	(724,349)	-	(780,647)
Total Salaries	470.1	\$26,312,193	364.4	\$20,349,914
Benefits				
Defined Contribution Plan	-	-	-	201,872
FICA	-	2,012,911	-	1,556,767
Medical	-	5,251,830	-	3,758,619
Payroll Accrual	-	-	-	81,024
Retiree Health	-	1,826,995	-	1,438,852
Retirement	-	5,919,185	-	4,257,058
Total Salaries and Benefits	470.1	\$41,323,114	364.4	\$31,644,106
Cost Per FTE Position		\$87,903		\$86,839
Statewide Benefit Assessment	-	965,925	-	753,747
Payroll Costs	470.1	\$42,289,039	364.4	\$32,397,853
Purchased Services				
Building and Grounds Maintenance	-	2,540	-	2,563
Clerical and Temporary Services	-	178,554	-	179,569
Information Technology	-	2,858,656	-	656,926
Legal Services	-	812,204	-	523,143
Management and Consultant Services	-	10,000	-	10,000
Medical Services	-	1,538,720	-	1,514,605
Other Contract Services	-	330,981	-	278,296
Training and Educational Services	-	69,675	-	60,780
Total Personnel	470.1	\$48,090,369	364.4	\$35,623,735
Distribution by Source of Funds				

Personnel

Department Of Labor And Training Agency Summary

	FY 2012		FY 2013	
	FTE	Cost	FTE	Cost
General Revenue	30.9	3,266,509	31.5	3,295,184
Federal Funds	311.5	30,386,595	204.3	17,659,192
Restricted Receipts	75.6	10,001,089	76.5	9,813,157
Other Funds	52.1	4,436,176	52.1	4,856,202
Total All Funds	470.1	\$48,090,369	364.4	\$35,623,735

The Program

Department Of Labor And Training Central Management

Program Mission

To provide leadership, management and strategic planning in the development and implementation of a cost efficient and productive system of service delivery.

To provide competent legal representation and consultation to all departmental staff requiring such service.

To provide comprehensive financial management, staff development and management information services to all divisions within the department.

Program Description

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

The Executive Management Program provides administrative services for the Department including, legal services, purchasing, 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, and coordinate the maintenance and support of facilities 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 administered in collaboration with the Department of Administration. The Human Resources unit processes all personnel actions, maintains central personnel files and assists with labor relations. The Information Services unit provides the coordination, planning, technical evaluation and implementation of information systems.

Statutory History

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

The Budget

Department Of Labor And Training Central Management

	2010 Audited	2011 Audited	2012 Enacted	2012 Revised	2013 Recommend
Expenditures By Subprogram					
Operations	440,415	537,623	1,626,414	1,905,938	779,048
Total Expenditures	\$440,415	\$537,623	\$1,626,414	\$1,905,938	\$779,048
Expenditures By Object					
Personnel	409,932	481,317	591,243	389,886	385,899
Operating Supplies and Expenses	23,983	53,726	53,154	57,608	80,111
Assistance and Grants	2,302	2,270	2,348	2,270	2,315
Subtotal: Operating Expenditures	436,217	537,313	646,745	449,764	468,325
Capital Purchases and Equipment	4,198	310	979,669	1,456,174	310,723
Total Expenditures	\$440,415	\$537,623	\$1,626,414	\$1,905,938	\$779,048
Expenditures By Funds					
General Revenue	59,626	97,014	113,640	122,327	107,310
Restricted Receipts	372,935	437,159	534,274	591,111	361,238
Operating Transfers from Other Funds	7,854	3,450	978,500	1,192,500	310,500
Total Expenditures	\$440,415	\$537,623	\$1,626,414	\$1,905,938	\$779,048

Personnel

Department Of Labor And Training Central Management

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Classified					
Senior DET Business Officer	0324A	0.2	16,614	0.2	16,614
Fiscal Management Officer	0B26A	1.5	102,184	1.5	102,184
DLT Business Officer	0321A	0.2	11,958	0.2	11,958
Asst. Dir. Workers Comp. & Se. Inc. Dol.	0138A	0.2	11,922	0.2	11,922
Employee and Training Assistant	0316A	0.1	4,868	0.1	4,868
Subtotal		2.2	\$147,546	2.2	\$147,546
Unclassified					
Legal Counsel - ES	0889F	0.8	72,381	0.8	72,381
Subtotal		0.8	\$72,381	0.8	\$72,381
Turnover		-	-	-	-
Subtotal		-	-	-	-
Total Salaries		3.0	\$219,927	3.0	\$219,927
Benefits					
Defined Contribution Plan		-	-	-	2,200
FICA		-	16,824	-	16,824
Medical		-	51,308	-	57,508
Payroll Accrual		-	-	-	879
Retiree Health		-	15,087	-	15,087
Retirement		-	50,539	-	46,577
Subtotal		-	\$133,758	-	\$139,075
Total Salaries and Benefits		3.0	\$353,685	3.0	\$359,002
Cost Per FTE Position			\$117,895		\$119,667
Statewide Benefit Assessment		-	8,247	-	8,247
Subtotal		-	\$8,247	-	\$8,247
Payroll Costs		3.0	\$361,932	3.0	\$367,249
Purchased Services					
Information Technology		-	646	-	656
Legal Services		-	26,540	-	17,213
Other Contract Services		-	768	-	781
Subtotal		-	\$27,954	-	\$18,650
Total Personnel		3.0	\$389,886	3.0	\$385,899

Personnel

Department Of Labor And Training Central Management

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Distribution By Source Of Funds					
General Revenue		0.8	113,039	0.8	104,798
Restricted Receipts		2.2	276,847	2.2	281,101
Total All Funds		3.0	\$389,886	3.0	\$385,899

The Program

Department Of Labor And Training Workforce Development Services

Program Mission

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

Program Description

The Workforce Development Services Program consists of several sub-programs that are designed to help individuals find meaningful work and assist them with basic readjustment and retraining.

The Employment Service program provides our customers with 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 Investment Act program provides 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.

The Trade Act (TRADE) of 1974 provides a wide array of services that assist trade-affected workers who have lost their jobs due to increased imports or a shift in production out of the United States. Services provided include job search assistance, case management, interest and aptitude assessment, educational and occupational training, on-the-job training, incentives to individuals who are seeking alternatives to standard training programs by providing a wage subsidy. Additional services provided include Job Search and Relocation Allowances as well as Health Coverage Tax Credit program which provides 65% reimbursement of monthly health care premiums.

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 Rhode Island Human Resource Investment Council programs.

The Budget

Department Of Labor And Training Workforce Development Services

	2010 Audited	2011 Audited	2012 Enacted	2012 Revised	2013 Recommend
Expenditures By Subprogram					
Employment Services	10,853,308	9,779,758	3,308,157	2,413,881	3,925,241
JTPA & Other Training Programs	18,520,878	22,646,707	24,632,693	24,686,817	17,335,875
Labor Market Information	809,017	835,060	698,450	765,211	726,294
Governor's Workforce Board RI	9,605,322	6,380,022	6,694,730	6,349,553	7,126,139
Veteran Services	424,579	601,241	699,498	595,426	603,315
Total Expenditures	\$40,213,104	\$40,242,788	\$36,033,528	\$34,810,888	\$29,716,864
Expenditures By Object					
Personnel	11,608,148	13,339,983	13,966,055	12,805,271	11,220,443
Operating Supplies and Expenses	1,670,813	2,557,237	1,623,950	1,898,934	2,337,290
Assistance and Grants	25,648,649	23,222,713	18,902,483	19,125,032	15,392,008
Subtotal: Operating Expenditures	38,927,610	39,119,933	34,492,488	33,829,237	28,949,741
Capital Purchases and Equipment	256,970	145,370	217,939	64,554	44,260
Operating Transfers	1,028,524	977,485	1,323,101	917,097	722,863
Total Expenditures	\$40,213,104	\$40,242,788	\$36,033,528	\$34,810,888	\$29,716,864
Expenditures By Funds					
General Revenue	69,115	-	-	-	-
Federal Funds	30,493,667	33,809,335	29,292,898	28,461,335	22,590,725
Restricted Receipts	9,605,322	6,380,022	6,694,730	6,349,553	7,126,139
Other Funds	45,000	53,431	45,900	-	-
Total Expenditures	\$40,213,104	\$40,242,788	\$36,033,528	\$34,810,888	\$29,716,864
Program Measures					
Workforce Investment Act (WIA) Adult - Entered Employment Rate (EER)	62.8%	64.5%	-	-	-
Objective	81.5%	59.0%	-	N/A	N/A
Workforce Investment Act (WIA) Adult - Employment Retention Rate (ERR)	86.2%	85.3%	-	-	-
Objective	80.5%	83.1%	-	N/A	N/A
Workforce Investment Act (WIA)- Dislocated Worker - EER	65.6%	69.1%	-	-	-
Objective	84.1%	63.0%	-	N/A	N/A
Workforce Investment Act (WIA)- Dislocated Worker - ERR	88.2%	88.4%	-	-	-
Objective	88.1%	85.0%	-	N/A	N/A
Wagner-Peyser - Entered Employment Rate (EER)	51.0%	51.0%	-	-	-
Objective	60.0%	50.0%	-	N/A	N/A

Wagner-Peyser - Employment Retention Rate (ERR)	80.0%	80.0%	-	-	-
Objective	72.0%	72.0%		N/A	N/A
TRADE ADJUSTMENT ASSISTANCE EXTENSION ACT (OCTOBER 1, 2011) • Entered Employment Rate (EER) – Measures the number of individuals that were not employed at participation and have exited the program and gained employment during the first quarter after exit	60.0%	63.0%	-	-	-
Objective	64.9%	58.0%		N/A	N/A
TRADE ADJUSTMENT ASSISTANCE EXTENSION ACT (OCTOBER 1, 2011) • Employment Retention Rate (ERR) – Measures the number of individuals that have exited the program, are employed during the first quarter after exit and retained employment during both the seco	89.0%	92.0%	-	-	-
Objective	87.3%	83.2%		N/A	N/A

Personnel

Department Of Labor And Training Workforce Development Services

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Classified					
Deputy Director (DLT)	0144A	0.2	34,350	0.2	34,350
Assistant Director Labor Mkt Info & Mgmt	0139A	0.3	47,211	0.3	47,211
Asst. Dir. Financial & Contr. Mgmt.	0141A	0.2	27,837	0.2	27,886
Assistant Director Employment & Training	0139A	1.0	92,267	1.0	97,368
Employment and Training Administrator	0135A	3.1	274,884	3.1	274,855
Admin. Financial Management	0137A	1.2	104,899	1.2	108,856
Prin. DET Business Officer	0127A	0.3	24,488	0.3	24,488
Asst. Director Plan/Prog Dev	0139A	0.3	24,350	0.3	24,350
Supervising DET Business Officer	0132A	0.3	24,092	0.3	24,092
Chief of Labor and Training Operations	0134A	7.0	548,354	7.0	565,611
Manager of Printing & Other Services	0125A	0.2	15,187	0.2	15,187
Coord. Employment & Training Programs	0131A	12.1	852,676	12.1	872,686
Programmer/Analyst ICOBOL/CICS	0328A	1.0	68,064	1.0	68,064
Management Asst. Supervisor	0131A	1.8	118,809	1.8	118,809
Asst. Coord. Employment and Training Prog	0129A	12.9	823,112	12.9	841,339
Sr. Management & Methods Analyst	0325A	0.3	18,844	0.3	18,844
Chief Implementation Aide	0128A	1.0	61,338	1.0	61,338
Principal Research Technician	0127A	1.9	115,577	1.9	117,379
Sr. Employment & Training Manager	0128A	2.7	161,151	2.7	165,952
Senior DET Business Officer	0324A	2.2	131,235	2.2	131,235
Programming Services Officer	0131A	2.0	116,102	2.0	122,508
Supervisor of Office Services	0131A	0.3	17,415	0.3	18,376
Employment & Training Mntng Eval Spec	0324A	2.0	112,775	2.0	112,775
Sr Research Technician	0323A	1.0	55,414	1.0	55,471
DLT Business Officer	0321A	1.4	73,600	1.4	73,758
Business Services Specialist	0324A	10.9	555,046	10.9	565,107
Principal Employment & Train Interviewer	0323A	41.2	2,085,961	41.2	2,116,984
Sr. Employment & Trng Mntng Eval Spec	0126A	5.0	250,172	5.0	260,447
Office Manager	0123A	2.4	118,080	2.4	119,361
Senior Computer Operator	0318A	0.3	13,901	0.3	13,901
Employment and Training Assistant	0316A	5.2	232,080	5.2	233,906
Senior Emp. & Training Interviewer	0320A	6.0	265,812	6.0	273,608
Local Veterans Employ Rep	0320A	3.0	126,073	3.0	128,391
Research Technician	0319A	3.7	155,105	3.7	158,181
Disabled Veterans Job Assistant	0320A	3.0	118,009	3.0	122,279
Subtotal		137.4	\$7,864,270	137.4	\$8,014,953
Unclassified					
Director, Dept. of Labor & Training	0948F	0.3	39,046	0.3	39,046
Executive Counsel	0839A	0.1	12,508	0.1	13,158
Executive Director	0839A	1.0	83,676	1.0	90,423
Legal Counsel - ES	0889F	0.8	57,477	0.8	57,477
Special Assistant	0829A	0.3	20,514	0.3	21,571
Administrative Assistant/Secretary	0821A	1.0	57,332	1.0	57,332
Subtotal		3.5	\$270,553	3.5	\$279,007

Personnel

Department Of Labor And Training Workforce Development Services

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Cost Allocation from Other Programs		10.9	599,735	11.1	638,645
Cost Allocation to Other Programs		(10.9)	(599,735)	-	-
Program Reduction		-	-	(37.0)	(2,018,928) ⁽¹⁾
Turnover		-	(335,174)	-	-
Subtotal		-	(\$335,174)	(25.9)	(\$1,380,283)
Total Salaries		140.9	\$7,799,649	115.0	\$6,913,677
Benefits					
Defined Contribution Plan		-	-	-	69,138
FICA		-	596,672	-	528,896
Medical		-	1,497,602	-	1,189,973
Payroll Accrual		-	-	-	27,655
Retiree Health		-	535,054	-	474,278
Retirement		-	1,792,360	-	1,464,244
Subtotal		-	\$4,421,688	-	\$3,754,184
Total Salaries and Benefits		140.9	\$12,221,337	115.0	\$10,667,861
Cost Per FTE Position			\$86,738		\$92,764
Statewide Benefit Assessment		-	292,488	-	259,264
Subtotal		-	\$292,488	-	\$259,264
Payroll Costs		140.9	\$12,513,825	115.0	\$10,927,125
Purchased Services					
Building and Grounds Maintenance		-	37	-	38
Clerical and Temporary Services		-	76,790	-	76,807
Information Technology		-	27,763	-	27,890
Management and Consultant Services		-	10,000	-	10,000
Other Contract Services		-	157,938	-	159,504
Training and Educational Services		-	18,918	-	19,079
Subtotal		-	\$291,446	-	\$293,318
Total Personnel		140.9	\$12,805,271	115.0	\$11,220,443
Distribution By Source Of Funds					
Federal Funds		121.7	11,061,807	94.3	9,223,290
Restricted Receipts		19.2	1,743,464	20.7	1,997,153
Total All Funds		140.9	\$12,805,271	115.0	\$11,220,443

Personnel

Department Of Labor And Training Workforce Development Services

Grade	FY 2012		FY 2013	
	FTE	Cost	FTE	Cost

1 The reduction of (37.0 FTE) positions as a result of federal financing no longer being available.

The Program

Department Of Labor And Training Workforce Regulation and Safety

Program Mission

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

Program Description

Workforce Regulation & Safety is a regulatory division charged with enforcing the safety laws that protect the state's workforce for fair collection of wages, child labor laws, safety in public buildings, trade licensing, apprenticeship training, hazardous substance exposure, weights and measures, and prevailing wage laws. This is accomplished through licensing, inspection programs, 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 public and private sectors workplace environments by enforcing laws relating to safety compliance, elevators, boilers, and hazardous substances.

The Trade Licensing unit licenses trade members, and monitors and enforces trade laws pertaining to electricians, hoisting engineers, pipefitters, refrigeration technicians, sprinkler fitters, plumbers, sheet metal workers and telecommunications technicians. Staff responsibilities include conducting on-site inspections to safeguard the health, safety, and welfare of the general public.

The Registered Apprenticeship unit registers apprenticeship training programs. The apprentice training programs are essential in ensuring the creation of criteria for apprenticed occupations, related instruction and the necessary credentialing for a skilled trade workforce. The apprenticeship program also plays an important role in career and vocational day programs in the middle schools, high schools and charter schools in Rhode Island by introducing young students to alternative career choices by providing on-site informational sessions.

The Prevailing Wage unit is responsible for preventing unfair competition and worker exploitation. This is accomplished by enforcing prevailing wage rates for hours worked on public construction projects and ensuring that prevailing wages are paid in accordance with the laws.

Statutory History

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

The Budget

Department Of Labor And Training Workforce Regulation and Safety

	2010 Audited	2011 Audited	2012 Enacted	2012 Revised	2013 Recommend
Expenditures By Subprogram					
Labor Standards	408,710	339,292	367,415	364,794	368,948
Occupational Safety	799,237	889,055	1,018,185	1,010,796	1,126,563
Professional Regulations	837,246	1,270,610	1,515,835	1,505,490	1,499,041
Total Expenditures	\$2,045,193	\$2,498,957	\$2,901,435	\$2,881,080	\$2,994,552
Expenditures By Object					
Personnel	1,921,224	2,359,738	2,760,613	2,724,985	2,852,560
Operating Supplies and Expenses	117,257	132,970	118,414	134,282	135,615
Assistance and Grants	1,579	1,530	1,610	1,545	1,561
Subtotal: Operating Expenditures	2,040,060	2,494,238	2,880,637	2,860,812	2,989,736
Capital Purchases and Equipment	5,133	4,719	20,798	20,268	4,816
Total Expenditures	\$2,045,193	\$2,498,957	\$2,901,435	\$2,881,080	\$2,994,552
Expenditures By Funds					
General Revenue	2,045,193	2,498,957	2,901,435	2,881,080	2,994,552
Total Expenditures	\$2,045,193	\$2,498,957	\$2,901,435	\$2,881,080	\$2,994,552
Program Measures					
Sara Title III	100.0%	100.0%	100.0%	100.0%	100.0%
Objective	100.0%	100.0%		100.0%	100.0%
Number of Annual Registrations	50.0%	60.0%	60.0%	60.0%	60.0%
Objective	100.0%	100.0%		100.0%	100.0%
Prevailing Wage Program - Number of Closed Cases	N/A	N/A	N/A	N/A	N/A
Objective	N/A	N/A		N/A	N/A
Labor Standards - Number of Closed Cases	N/A	N/A	N/A	N/A	N/A
Objective	N/A	N/A		N/A	N/A

Personnel

Department Of Labor And Training Workforce Regulation and Safety

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Classified					
Deputy Director	0144A	0.2	21,010	0.2	21,010
Administrator Financial Management	0137A	0.1	9,578	0.1	9,578
Asst Director Financial & Central Mgmt	0141A	0.1	9,194	0.1	9,210
Sr Chief Inspector Pipefitters & Refr Tech	0335A	1.0	90,446	1.0	90,446
Employment & Training Administrator	0135A	2.1	186,353	2.1	186,346
Chief of Labor & Training Operations	0134A	1.0	88,547	1.0	88,547
Asst Director Plan/Program Dvlp	0139A	0.1	8,117	0.1	8,117
Asst Adm Div of Occupational Safety	0332A	1.0	80,586	1.0	80,586
Supervising DET Business Officer	0132A	0.1	8,031	0.1	8,031
Chief Lic Examiner Div Comm Lic Reg	0333A	1.0	78,167	1.0	82,592
Asst Director for Employment & Training	0139A	1.0	77,626	1.0	81,967
Chief Labor Standard Examiner	0330A	1.0	75,742	1.0	75,742
Chief Compliance Inspector	0330A	1.0	75,544	1.0	75,544
Chief Boiler & Pres. Vessel Inspec.	0330A	1.0	74,935	1.0	74,935
Chief Prevailing Wage Investigator	0330A	1.0	73,786	1.0	73,786
Coordinator Employment & Training Programs	0131A	1.2	85,723	1.2	85,723
Chief Plumbing Investigator	0330A	1.0	70,393	1.0	71,519
Assistant Coordinator Employment & Training	0129A	0.3	20,298	0.3	20,298
Chief Electrical Invest (Bd Exam Elecr)	0330A	1.0	65,568	1.0	65,568
Chief Hoisting Engineer Investigator	0328A	1.0	65,568	1.0	65,568
Chief Elevator Inspector	0330A	1.0	64,414	1.0	67,275
Sr. Management & Methods Analyst	0325A	0.1	6,281	0.1	6,281
Asst Director Labor Market Info & Mgmt	0139A	0.1	5,825	0.1	5,825
Supervisor of Office Services	0131A	0.1	5,805	0.1	6,125
Seasonal Chief Elevator Inspector	40234H	1.0	56,217	1.0	56,217
Labor Standards Examiner	0322A	1.0	55,821	1.0	55,821
Supervisor Apprenticeship Training Program	0327A	1.0	55,228	1.0	57,777
Industrial Safety Tech (Boiler Inspection)	0322A	1.0	54,323	1.0	54,323
Manager of Printing & Other Services	0125A	0.2	10,781	0.2	10,781
DLT Business Officer	0321A	0.5	26,227	0.5	26,301
Implementation Aide	0322A	2.0	98,851	2.0	100,016
Appresticeship Training Coordinator	0324A	1.0	47,890	1.0	49,364
Sr Computer Operator	0318A	0.1	4,634	0.1	4,634
Prevailing Wage Investigator	0322A	1.0	45,828	1.0	47,435
Licensing Aide	0315A	1.0	45,244	1.0	45,244
Information Aide	0315A	1.0	44,491	1.0	44,491
Industrial Safety Spec. Occup. Safety	0322A	4.0	176,132	4.0	179,524
Sr. DET Business Officer	0324A	0.1	4,332	0.1	4,332
Interpreter (Spanish)	0316A	1.0	40,191	1.0	40,191
Office Manager	0123A	0.2	7,972	0.2	7,972
Employment & Training Assistant	0316A	2.4	90,981	2.4	92,606
Prin DET Business Officer	0127A	0.1	3,548	0.1	3,548
Assistant Coordinator Unemploy Insur Prog	0129A	0.1	3,338	0.1	3,338
Subtotal		36.2	\$2,219,566	36.2	\$2,244,534

Personnel

Department Of Labor And Training Workforce Regulation and Safety

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Unclassified					
Director Dept of Labor & Training	0948F	0.1	13,015	0.1	13,015
Executive Counsel	0839A	0.5	42,445	0.5	44,652
Legal Counsel - ES	0889F	1.5	117,438	1.5	117,438
Special Assistant	0829A	0.1	6,838	0.1	7,190
Subtotal		2.2	\$179,736	2.2	\$182,295
Cost Allocation to Other Programs		(10.8)	(582,452)	(10.2)	(574,310)
Turnover		-	(153,796)	-	(113,171)
Subtotal		(10.8)	(\$736,248)	(10.2)	(\$687,481)
Total Salaries		27.6	\$1,663,054	28.2	\$1,739,348
Benefits					
Defined Contribution Plan		-	-	-	17,393
FICA		-	127,224	-	133,060
Medical		-	347,485	-	373,889
Payroll Accrual		-	-	-	6,957
Retiree Health		-	114,085	-	119,319
Retirement		-	382,170	-	368,484
Subtotal		-	\$970,964	-	\$1,019,102
Total Salaries and Benefits		27.6	\$2,634,018	28.2	\$2,758,450
Cost Per FTE Position			\$95,435		\$97,817
Statewide Benefit Assessment		-	62,363	-	65,225
Subtotal		-	\$62,363	-	\$65,225
Payroll Costs		27.6	\$2,696,381	28.2	\$2,823,675
Purchased Services					
Clerical and Temporary Services		-	6,018	-	6,077
Information Technology		-	4,892	-	4,940
Legal Services		-	12,019	-	12,138
Other Contract Services		-	5,675	-	5,730
Subtotal		-	\$28,604	-	\$28,885
Total Personnel		27.6	\$2,724,985	28.2	\$2,852,560

Personnel

Department Of Labor And Training Workforce Regulation and Safety

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Distribution By Source Of Funds					
General Revenue		27.6	2,724,985	28.2	2,852,560
Total All Funds		27.6	\$2,724,985	28.2	\$2,852,560

The Program

Department Of Labor And Training Income Support

Program Mission

To administer the income support programs in a timely, efficient, and courteous manner with concentration on continuous improvement.

To comply with the regulations and guidelines established by the United States Department of Labor and seek methods to excel.

Program Description

The mission of the Income Support Program is to provide customers with income support services in a timely, efficient and courteous manner. This mission is accomplished by providing accurate information; by interpreting and applying the state and federal laws, policies, and regulations in a fair and consistent manner for all customers; and by maintaining confidentiality of all information. The income support programs provide Unemployment Insurance, Temporary Disability Insurance, and Police and Fire Relief Benefits.

Unemployment Insurance provides temporary income support to workers who have lost employment through no fault of their own. While claiming benefits an individual must be able to work, be available for work, be actively seeking employment, and be willing to accept suitable work when it is offered. Applicants must meet a minimum earnings standard and state statute requirements in order to qualify for benefits. Unemployment Insurance benefits are funded from Rhode Island employer contributions based upon their experience rating.

Temporary Disability Insurance pays weekly benefits to individuals who are unable to work due to non-work related illness or injury. The disability must be certified by a qualified healthcare provider (QHP) and the disabled worker must meet a minimum earnings standard in order to qualify for benefits. The Temporary Disability Insurance Program is financed entirely from employee contributions.

Police and Fire Relief provides financial compensation to police officers, firefighters, and 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 Rhode Island state colleges or university.

Statutory History

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

The Budget

Department Of Labor And Training Income Support

	2010 Audited	2011 Audited	2012 Enacted	2012 Revised	2013 Recommend
Expenditures By Subprogram					
Unemployment Insurance	803,184,331	693,597,850	345,682,918	625,931,768	323,144,335
TDI	164,325,828	163,347,395	172,306,860	171,605,082	182,105,976
Fire and Police	3,762,845	3,945,177	4,163,873	4,245,502	4,246,368
Total Expenditures	\$971,273,004	\$860,890,422	\$522,153,651	\$801,782,352	\$509,496,679
Expenditures By Object					
Personnel	20,586,138	21,550,154	22,327,934	25,447,785	14,749,178
Operating Supplies and Expenses	2,545,605	2,392,694	2,607,647	3,104,221	3,751,853
Assistance and Grants	931,698,845	808,702,324	470,326,345	703,164,810	442,660,888
Subtotal: Operating Expenditures	954,830,588	832,645,172	495,261,926	731,716,816	461,161,919
Capital Purchases and Equipment	329,483	295,807	261,063	1,521,294	142,010
Debt Service (Fixed Charges)	-	4,699,478	-	25,683,300	18,572,493
Operating Transfers	16,112,933	23,249,965	26,630,662	42,860,942	29,620,257
Total Expenditures	\$971,273,004	\$860,890,422	\$522,153,651	\$801,782,352	\$509,496,679
Expenditures By Funds					
General Revenue	3,762,845	3,945,177	4,163,873	4,245,502	4,246,368
Federal Funds	300,012,668	200,298,986	70,470,504	184,489,775	20,930,349
Restricted Receipts	1,417,281	6,014,301	1,320,268	27,330,693	20,062,493
Other Funds	666,080,210	650,631,958	446,199,006	585,716,382	464,257,469
Total Expenditures	\$971,273,004	\$860,890,422	\$522,153,651	\$801,782,352	\$509,496,679
Program Measures					
Percentage of Initial Unemployment Insurance Claims Paid Within 35 Days	85.2%	92.1%	93.0%	93.0%	93.0%
Objective	93.0%	93.0%		93.0%	93.0%
Percentage of Non-Monetary Determinations Receiving an Acceptable Grade with Regard to Completeness of Fact Finding and Correctness	73.9%	71.6%	80.0%	80.0%	80.0%
Objective	83.8%	83.8%		83.8%	83.8%
Percentage of Wage Information Transferred to Other States Within Five Calendar Days	84.0%	91.6%	85.0%	85.0%	85.0%
Objective	75.0%	75.0%		75.0%	75.0%
Percentage of Temporary Disability Insurance Claims that are Authorized or Disallowed Within 21 Days from the Time the Claim is Received	72.0%	77.0%	79.3%	79.3%	79.3%
Objective	79.3%	79.3%		79.3%	79.3%

Percentage of Initial Unemployment Insurance Benefits Paid Accurately	96.0%	94.4%	95.6%	95.6%	95.6%
Objective	95.6%	95.6%		95.6%	95.6%

Personnel

Department Of Labor And Training Income Support

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Classified					
Deputy Director	0144A	0.4	57,249	0.4	57,249
Administrator Operations Management	0141A	1.0	116,503	1.0	117,124
Asst. Dir-Fin & Cont. Mgmt.	0141A	0.6	66,749	0.6	66,866
Chief Referee, Board of Review	0138A	1.0	102,719	1.0	102,719
Assistant Director Labor Mkt Info & Mgmt	0139A	0.5	47,731	0.5	47,731
Referee-Board of Review	0137A	7.0	641,417	7.0	651,132
Employment & Training Administrator	0135A	2.7	242,984	2.7	242,953
Admin Financial Management	0137A	0.6	52,596	0.6	53,364
Supervising DET Business Officer	0132A	0.5	40,758	0.5	40,758
Assistant Director Plan/Prog Dev	0139A	0.5	40,584	0.5	40,584
Chief of Labor and Training Operations	0134A	2.0	151,731	2.0	156,723
Coordinator, Employment & Training Pgms	0131A	1.5	112,269	1.5	113,691
Principal DET Business Officer	0127A	0.5	36,403	0.5	36,403
Asst Coord Unemployment & Training Prog	0129A	0.8	57,157	0.8	57,157
Principal Employment & Training Manager	0130A	3.0	212,234	3.0	215,195
Asst Coord Employ and Training Programs	0129A	1.5	103,278	1.5	103,278
Nursing Care Evaluator	0520A	2.0	137,023	2.0	140,906
Coordinator, Unemployment Insur Pgms	0131A	1.0	65,726	1.0	65,726
Fiscal Management Officer	0B26A	0.5	32,853	0.5	32,853
Sr. Employment & Training Mntng Evl Sp	0126A	5.0	320,795	5.0	320,795
Sr. Management and Methods Analyst	0325A	0.5	31,406	0.5	31,406
Senior Employment & Training Manager	0128A	3.3	199,739	3.3	203,033
Manager of Printing & Other Services	0125A	0.5	29,766	0.5	29,766
Supervisor of Office Services	0131A	0.5	29,026	0.5	30,627
Employment & Training Manager	0126A	14.0	803,376	14.0	812,881
Principal Employment & Training Interviewer	0323A	2.8	159,961	2.8	162,012
Senior Research Technician	0323A	1.0	56,878	1.0	57,329
Management Asst. Supervisor	0131A	0.2	11,162	0.2	11,162
Senior DET Business Officer	0324A	0.4	21,714	0.4	21,714
Office Manager	0123A	1.8	94,057	1.8	94,057
Benefit Claims Specialist	0323A	57.0	2,952,604	57.0	2,987,582
DLT Business Officer	0321A	2.1	106,059	2.1	106,362
Legal Assistant	0319A	1.0	50,484	1.0	50,484
Senior Computer Operator	0318A	0.5	23,514	0.5	23,514
Fraud & Overpayment Investigator	0321A	5.0	223,644	5.0	228,798
Senior Employment & Training Interviewer	0320A	100.0	4,301,441	100.0	4,401,704
Employment & Training Assistant	0316A	2.9	122,068	2.9	123,713
Principal Research Technician	0127A	0.1	4,153	0.1	4,295
Research Technician	0319A	0.3	12,114	0.3	12,323
Interpreter (Spanish)	0316A	2.0	78,641	2.0	79,356
Sr. Word Processing Typist	0312A	2.0	73,394	2.0	73,394
Principal Clerk-Typist	0312A	1.0	32,335	1.0	32,335
Word Processing Typist	0310A	2.0	62,526	2.0	63,516
Business Services Specialist	0324A	0.1	3,082	0.1	3,082

Personnel

Department Of Labor And Training Income Support

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Subtotal		233.6	\$12,121,903	233.6	\$12,307,652
Unclassified					
Legal Counsel - ES	0889F	0.9	124,686	0.9	124,686
Director	0948F	0.5	65,076	0.5	65,076
Chief Legal Counsel Board of Review	0898F	1.0	119,875	1.0	119,875
Legal Counsel (Board of Review)	0889F	0.5	51,726	0.5	51,726
Chairperson Member Board of Review (ES)	0837A	1.0	96,995	1.0	96,995
Member, Board of Review (ES)	0835A	2.0	193,096	2.0	193,096
Executive Counsel	0839A	0.4	35,815	0.4	37,678
Special Assistant	0829A	0.5	34,190	0.5	35,951
Administrative Aide (Treasury)	8518A	1.0	49,576	1.0	49,576
Confidential Secretary	0818A	1.0	46,312	1.0	47,444
Subtotal		8.8	\$817,347	8.8	\$822,103
Cost Allocation from Other Programs		10.8	582,452	10.2	574,310
Cost Allocation to Other Programs		-	-	(11.1)	(638,645)
Overtime		-	375,000	-	250,000
Program Reduction		-	-	(68.7)	(3,983,050) ⁽¹⁾
Turnover		-	(142,324)	-	(667,476)
Subtotal		10.8	\$815,128	(69.6)	(\$4,464,861)
Total Salaries		253.2	\$13,754,378	172.8	\$8,664,894
Benefits					
Defined Contribution Plan		-	-	-	84,148
FICA		-	1,052,210	-	662,865
Medical		-	2,807,605	-	1,527,297
Payroll Accrual		-	-	-	34,660
Retiree Health		-	917,825	-	577,260
Retirement		-	3,074,581	-	1,782,186
Subtotal		-	\$7,852,221	-	\$4,668,416
Total Salaries and Benefits		253.2	\$21,606,599	172.8	\$13,333,310
Cost Per FTE Position			\$85,334		\$77,160
Statewide Benefit Assessment		-	501,727	-	315,558
Subtotal		-	\$501,727	-	\$315,558
Payroll Costs		253.2	\$22,108,326	172.8	\$13,648,868

Personnel

Department Of Labor And Training Income Support

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Purchased Services					
Building and Grounds Maintenance		-	2,222	-	2,244
Clerical and Temporary Services		-	91,270	-	92,173
Information Technology		-	2,371,872	-	470,357
Legal Services		-	744,464	-	464,607
Medical Services		-	3,770	-	3,808
Other Contract Services		-	119,061	-	67,121
Training and Educational Services		-	6,800	-	-
Subtotal		-	\$3,339,459	-	\$1,100,310
Total Personnel		253.2	\$25,447,785	172.8	\$14,749,178
Distribution By Source Of Funds					
General Revenue		0.5	54,511	0.5	55,359
Federal Funds		189.8	19,324,788	110.0	8,435,902
Restricted Receipts		10.8	1,632,310	10.2	1,401,715
Other Funds		52.1	4,436,176	52.1	4,856,202
Total All Funds		253.2	\$25,447,785	172.8	\$14,749,178

1 The reduction of (68.7 FTE) positions as a result of federal financing no longer being available.

The Program

Department Of Labor And Training Injured Workers Services

Program Mission

To maintain a Workers' Compensation system that is fair to both employees and employers.

To maintain a Workers' Compensation system that emphasizes and rewards safety in the workplace.

To maintain a Workers' Compensation system that is cost-competitive with insurance coverage for employers available at a low cost.

To maintain a Workers' Compensation system that is free from fraud and ensures that all employers subject to the Act carry the proper insurance coverage.

Program Description

The Injured Workers Services division monitors procedures and payments made by insurance carriers to employees unable to work because of job related injury and collects and disseminates statistical data. This division also provides vocational and physical rehabilitation assistance, as well as educational seminars, which are available to employers, employees, insurers, attorneys, and medical professionals and responds to compliance and fraud issues. The division is made up of the Workers' Compensation (administrative) unit, the Dr. John E. Donley Rehabilitation Center and the Fraud and Prevention Compliance unit.

The Workers' Compensation (administrative) unit monitors all claim filings to ensure proper payment by the insurance carrier and maintains all corresponding records and statistical data. It creates a self-insured program for large companies who meet certain criteria.

The Education unit provides services pertaining to workplace safety and Workers' Compensation system information.

The Rehabilitation Unit, housed at the Dr. John E. Donley Rehabilitation Center provides broad-based rehabilitation programs for injured workers with the Workers' Compensation System. Services include complete evaluations and treatment programs.

The Fraud Prevention and Compliance unit's mission is to detect, prevent, and refer for criminal prosecution and suspected fraudulent activity related to Workers' Compensation, as well as to ensure employer and insurer confidence with the requirements of the Workers' Compensation Act.

Statutory History

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

The Budget

Department Of Labor And Training Injured Workers Services

	2010 Audited	2011 Audited	2012 Enacted	2012 Revised	2013 Recommend
Expenditures By Subprogram					
Workers' Comp Compliance	4,115,194	4,230,102	4,265,712	5,173,232	4,953,228
Education & Rehabilitation	3,672,115	3,759,975	4,289,377	3,991,290	4,197,878
Total Expenditures	\$7,787,309	\$7,990,077	\$8,555,089	\$9,164,522	\$9,151,106
Expenditures By Object					
Personnel	5,313,191	5,470,202	5,988,604	6,348,468	6,133,188
Operating Supplies and Expenses	376,509	369,364	561,458	520,898	931,506
Assistance and Grants	1,952,335	2,138,260	1,950,893	2,240,777	2,060,789
Subtotal: Operating Expenditures	7,642,035	7,977,826	8,500,955	9,110,143	9,125,483
Capital Purchases and Equipment	145,274	12,251	54,134	54,379	25,623
Total Expenditures	\$7,787,309	\$7,990,077	\$8,555,089	\$9,164,522	\$9,151,106
Expenditures By Funds					
Restricted Receipts	7,787,309	7,990,077	8,555,089	9,164,522	9,151,106
Total Expenditures	\$7,787,309	\$7,990,077	\$8,555,089	\$9,164,522	\$9,151,106

Personnel

Department Of Labor And Training Injured Workers Services

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Classified					
Asst. Dir Workers' Compensation & Self Ins	0138A	0.8	92,524	0.8	92,524
Deputy Director	0144A	0.2	21,010	0.2	21,010
Chief Investment Workers's Comp (Frd Prev)	AB38A	1.0	101,303	1.0	102,732
Asst Director Financial & Central Mgmt	0141A	0.1	9,194	0.1	9,210
Chief Data Operations	0333A	2.0	172,522	2.0	172,522
Office Manager	0123A	0.2	17,112	0.2	17,112
Asst Director Plan/Prog Dev	0139A	0.1	8,117	0.1	8,117
Workers' Comp Patient Care Coordinator	0520A	4.0	324,534	4.0	325,247
Supervising DET Business Officer	0132A	0.1	8,070	0.1	8,070
Assistant Admin of Voc Rehab (Rehab)	0132A	1.0	78,253	1.0	78,253
Chief Physical Therapist	0137A	1.0	72,506	1.0	76,528
Invest Workers' Comp Fraud Prev Unit	AB30A	5.0	355,903	5.0	359,505
Unit Claims Manager	0326A	1.0	65,928	1.0	65,928
Education Unit Representative	0326A	2.0	130,001	2.0	131,258
Assistant Coordinator Employ & Train Prog	0129A	0.3	19,463	0.3	19,463
Sr Management & Methods Analyst	0325A	0.1	6,281	0.1	6,281
Coord. Employment & Training Programs	0131A	0.2	12,186	0.2	12,186
Spvsr Voc Rehab (Dis Determin)	0129A	1.0	60,792	1.0	60,792
Employee & Training Administrator	0135A	0.1	5,855	0.1	5,850
Asst Director Labor Mkt Info & Mgmt	0139A	0.1	5,825	0.1	5,825
Supervisor of Office Services	0131A	0.1	5,805	0.1	6,125
Admin Financial Mangement	0137A	0.1	5,497	0.1	5,497
Assistant Records Analyst	0319A	1.0	50,620	1.0	50,620
Manager of Printing & Other Services	0125A	0.1	5,062	0.1	5,062
Compensation Claims Analyst	0322A	3.0	145,048	3.0	150,041
Physical Therapy Assistant	0320A	5.0	241,015	5.0	241,015
Implementation Aide	0322A	2.0	95,974	2.0	97,798
DLT Business Officer	0321A	0.7	33,494	0.7	33,707
Senior Computer Operator	0318A	0.1	4,634	0.1	4,634
Senior DET Business Officer	0324A	0.1	4,346	0.1	4,346
Interpreter (Spanish)	0316A	1.0	42,105	1.0	42,105
Invest Aide Work Comp Fraud Prev Unit	0015A	1.0	40,458	1.0	42,153
Employment & Training Assistant	0316A	1.4	54,390	1.4	54,499
Sr. Word Processing Typist	0312A	4.0	154,654	4.0	154,654
Occupational Therapist Asst	0320A	1.0	38,536	1.0	40,049
Principal DET Business Officer	0127A	0.1	3,548	0.1	3,548
Information Aide	0315A	1.0	34,368	1.0	35,121
Asst Coordinator Unemploy Insur Prog	0129A	0.1	3,338	0.1	3,338
Subtotal		42.1	\$2,530,271	42.1	\$2,552,725

Personnel

Department Of Labor And Training Injured Workers Services

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Unclassified					
Director, Dept of Labor and Training	30948F	0.1	13,015	0.1	13,015
Fiscal Management Officer	E24A	1.0	72,373	1.0	72,606
Special Assistant	829A	0.1	6,838	0.1	7,190
Legal Counsel - ES	0889F	0.1	5,318	0.1	5,318
Subtotal		1.3	\$97,544	1.3	\$98,129
Overtime		-	92,000	-	-
Turnover		-	(93,055)	-	-
Subtotal		-	(\$1,055)	-	-
Total Salaries		43.4	\$2,626,760	43.4	\$2,650,854
Benefits					
Defined Contribution Plan		-	-	-	26,509
FICA		-	200,978	-	202,790
Medical		-	527,358	-	586,956
Payroll Accrual		-	-	-	10,602
Retiree Health		-	233,885	-	241,849
Retirement		-	582,488	-	561,424
Subtotal		-	\$1,544,709	-	\$1,630,130
Total Salaries and Benefits		43.4	\$4,171,469	43.4	\$4,280,984
Cost Per FTE Position			\$96,117		\$98,640
Statewide Benefit Assessment		-	95,054	-	99,407
Subtotal		-	\$95,054	-	\$99,407
Payroll Costs		43.4	\$4,266,523	43.4	\$4,380,391
Purchased Services					
Building and Grounds Maintenance		-	281	-	281
Clerical and Temporary Services		-	1,794	-	1,830
Information Technology		-	453,432	-	153,032
Legal Services		-	184	-	188
Medical Services		-	1,534,950	-	1,510,797
Other Contract Services		-	47,347	-	44,968
Training and Educational Services		-	43,957	-	41,701
Subtotal		-	\$2,081,945	-	\$1,752,797
Total Personnel		43.4	\$6,348,468	43.4	\$6,133,188

Personnel

Department Of Labor And Training Injured Workers Services

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Distribution By Source Of Funds					
Restricted Receipts		43.4	6,348,468	43.4	6,133,188
Total All Funds		43.4	\$6,348,468	43.4	\$6,133,188

The Program

Department Of Labor And Training Labor Relations Board

Program Mission

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

Program Description

The Rhode Island State Labor Relations Act declares that it is the public policy of the State to encourage the practice and procedure of collective bargaining, and to protect employees in the exercise of full freedom of association, self organization and designation of representatives of their own choosing for the purposes of collective bargaining. It is in the public interest that an equality of bargaining power between the employer and the 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 Labor Relations Board is contained within R.I.G.L. 28-7, et seq.; R.I.G.L. 28-9.1 through 28-9.7; and R.I.G.L. 36-11.

The Budget

Department Of Labor And Training Labor Relations Board

	2010 Audited	2011 Audited	2012 Enacted	2012 Revised	2013 Recommend
Expenditures By Subprogram					
Operations	371,898	361,720	396,538	383,631	292,185
Total Expenditures	\$371,898	\$361,720	\$396,538	\$383,631	\$292,185
Expenditures By Object					
Personnel	347,546	348,944	371,807	373,974	282,467
Operating Supplies and Expenses	10,585	8,430	10,689	8,050	8,110
Assistance and Grants	50	43	51	43	44
Subtotal: Operating Expenditures	358,181	357,417	382,547	382,067	290,621
Capital Purchases and Equipment	13,717	4,303	13,991	1,564	1,564
Total Expenditures	\$371,898	\$361,720	\$396,538	\$383,631	\$292,185
Expenditures By Funds					
General Revenue	371,898	361,720	396,538	383,631	292,185
Total Expenditures	\$371,898	\$361,720	\$396,538	\$383,631	\$292,185

Personnel

Department Of Labor And Training Labor Relations Board

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Classified					
Labor Board Case Agent	0128A	1.0	70,290	1.0	70,290
Subtotal		1.0	\$70,290	1.0	\$70,290
Unclassified					
Administrator Labor Relations Bd	0833A	1.0	90,924	1.0	90,924
Chairperson Labor Relations Board Member	0953F	-	15,190	-	-
Labor Relations Board Member	0952F	-	72,021	-	-
Subtotal		1.0	\$178,135	1.0	\$90,924
Turnover		-	-	-	-
Subtotal		-	-	-	-
Total Salaries		2.0	\$248,425	2.0	\$161,214
Benefits					
Defined Contribution Plan		-	-	-	2,484
FICA		-	19,003	-	12,332
Medical		-	20,472	-	22,996
Payroll Accrual		-	-	-	271
Retiree Health		-	11,059	-	11,059
Retirement		-	37,047	-	34,143
Subtotal		-	\$87,581	-	\$83,285
Total Salaries and Benefits		2.0	\$336,006	2.0	\$244,499
Cost Per FTE Position			\$168,003		\$122,250
Statewide Benefit Assessment		-	6,046	-	6,046
Subtotal		-	\$6,046	-	\$6,046
Payroll Costs		2.0	\$342,052	2.0	\$250,545
Purchased Services					
Clerical and Temporary Services		-	2,682	-	2,682
Information Technology		-	51	-	51
Legal Services		-	28,997	-	28,997
Other Contract Services		-	192	-	192
Subtotal		-	\$31,922	-	\$31,922
Total Personnel		2.0	\$373,974	2.0	\$282,467

Personnel

Department Of Labor And Training Labor Relations Board

	Grade	FY 2012		FY 2013	
		FTE	Cost	FTE	Cost
Distribution By Source Of Funds					
General Revenue		2.0	373,974	2.0	282,467
Total All Funds		2.0	\$373,974	2.0	\$282,467

Department Of Labor And Training Performance Measure Narratives

Workforce Development Services

Workforce Investment Act (WIA) Adult - Entered Employment Rate (EER)

The measures provide the ability to describe in a similar manner how many people found jobs; if they stay employed; and what their earnings were post services. Success of this program is defined by the achievement of specific, federally mandated performance measures.

Workforce Investment Act (WIA) Adult - Employment Retention Rate (ERR)

The measures provide the ability to describe in a similar manner how many people found jobs; if they stay employed; and what their earnings were post services.

Workforce Investment Act (WIA)- Dislocated Worker - EER

The measures provide the ability to describe in a similar manner how many people found jobs; if they stay employed; and what their earnings were post services.

Workforce Investment Act (WIA)- Dislocated Worker - ERR

The measures provide the ability to describe in a similar manner how many people found jobs; if they stay employed; and what their earnings were post services.

Wagner-Peyser - Entered Employment Rate (EER)

The measures provide the ability to describe in a similar manner how many people found jobs; if they stay employed; and what their earnings were post services.

Wagner-Peyser - Employment Retention Rate (ERR)

The measures provide the ability to describe in a similar manner how many people found jobs; if they stay employed; and what their earnings were post services.

TRADE ADJUSTMENT ASSISTANCE EXTENSION ACT (OCTOBER 1, 2011) • Entered Employment Rate (EER) – Measures the number of individuals that were not employed at participation and have exited the program and gained employment during the first quarter after exit.

The measures provide the ability to describe in a similar manner how many people found jobs; if they stay employed; and what their earnings were post services.

TRADE ADJUSTMENT ASSISTANCE EXTENSION ACT (OCTOBER 1, 2011) • Employment Retention Rate (ERR) – Measures the number of individuals that have exited the program, are employed during the first quarter after exit and retained employment during both the second and third quarters after exit.

The measures provide the ability to describe in a similar manner how many people found jobs; if they stay employed; and what their earnings were post services.

Department Of Labor And Training Performance Measure Narratives

Workforce Regulation and Safety

Sara Title III

Responsibility for collecting data from businesses who store Extremely Hazardous Substances. The compilation of data from businesses that are required by State Emergency Response Commission and Federal EPA to submit a Tier II report annually.

Number of Annual Registrations

Responsibility for mailing annual registrations and inspections to determine full compliance. Right-to-Know section inspects and assesses all businesses with employees who are exposed to hazardous substances or businesses that store hazardous substances on the premises. This data is compiled on an annual basis along with a registration fee. Due to the economic downturn, there are a lot of companies who are no longer in business and companies are unable to pay the fee.

Prevailing Wage Program - Number of Closed Cases

This metric counts the numbers of Prevailing Wage cases that are closed annually. The Division of Workforce Regulation and Safety/Prevailing Wage Unit enforce the requirements of the Rhode Island General Law (RIGL) 37-13-1 and the general prevailing rate of pay for regular, holiday and overtime wages to be paid to each craftsmen, mechanic, teamster, laborer or other type of worker performing work on public works projects when state or municipal funds are used in excess of \$1,000.

Labor Standards - Number of Closed Cases

This metric counts the numbers of Labor Stands cases that are closed annually. The Division of Workforce Regulation and Safety/Labor Standards Unit enforce the requirements of Rhode Island General Law (RIGL) 28-12 and 28-14 that govern the wage and hour laws for RI employers and employees.

Department Of Labor And Training Performance Measure Narratives

Income Support

Percentage of Initial Unemployment Insurance Claims Paid Within 35 Days

This measure indicates the number of benefit claims promptly paid as a percentage of all initial claims for Unemployment Insurance. The measure relates to the stated objective to administer the Income Support programs in a timely manner.

The United States Department of Labor standard for payment of initial claims is "full payment of benefits to eligible claimants with the greatest promptness that is administratively possible." The criterion to determine substantial compliance with this standard is that ninety-three percent of claims be paid within 35 days (20 C.F.R. 640.5).

Percentage of Non-Monetary Determinations Receiving an Acceptable Grade with Regard to Completeness of Fact Finding and Correctness

The measure indicates the number of nonmonetary determinations that, having been reviewed for quality performance, receive an acceptable score in fact-finding and correctness. An acceptable quality performance score is based on the completeness and accuracy of the statements, documentation and final determination. The measurement is accomplished using a performance based quality control program. Monetary determinations involve whether a claimant had sufficient income in a base period. Non-monetary determinations involve issues such as reasons for discharge and availability to work.

The standard had been that a minimum of 80% of the cases have acceptable scores. The standard, however, has been changed, beginning FY 2006, to the highest percentage in a previous fiscal year since FY 2005.

Percentage of Wage Information Transferred to Other States Within Five Calendar Days

This measure indicates the timeliness of wage information transmission to Unemployment Insurance administrative offices in other states. This information exchange is important for the prompt determination of eligibility and payment of unemployment insurance benefits to individuals previously employed in Rhode Island. A sample of the completed and returned wage reports are selected and analyzed. Analyses are made of all cases that are not made on a timely basis to determine the causes of delay. Transfers are considered timely if made within five calendar days. This measure relates to Income Support's stated objective to administer the Income Support programs in a timely manner.

The standard is that seventy-five percent of wage information transfers be made on a timely basis. This is the United States Department of Labor's "Desired Level of Achievement".

Percentage of Temporary Disability Insurance Claims that are Authorized or Disallowed Within 21 Days from the Time the Claim is Received

This measure indicates the Temporary Disability Insurance claims authorized or disallowed within twenty-one days as a percentage of such claims received. The historical data for this measure is derived from the department's monthly claims reports. This measure relates to the Division's stated objective to administer the Temporary Disability Insurance Program in a timely manner.

The Department has set the standard of 79.3% percent of Temporary Disability Insurance claims authorized or disallowed within 21 days from the time the claim has been received, but the annual goal is to maintain continuous improvement in time lag performance.

Department Of Labor And Training Performance Measure Narratives

Percentage of Initial Unemployment Insurance Benefits Paid Accurately

This measure indicates the number of benefit claims accurately paid, as a percentage of all initial claims for Unemployment Insurance.

The standard for this measure is the 95.6 percent achieved in 1995, determined by the Quality Control Unit reviewing a statistically significant sample.
