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

Statutory History

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

Budget

Department of Labor and Training

	2021 Actuals	2022 Actuals	2023 Enacted Budget	2023 Revised Budget	2024 Recommended
Expenditures by Program					
Central Management	524,449	1,557,641	1,444,962	836,467	2,194,817
Workforce Development Services	22,584,182	17,589,605	20,575,740	38,560,118	27,930,817
Workforce Regulation and Safety	3,112,614	3,935,301	4,240,619	3,972,975	4,542,857
Income Support	2,542,555,157	722,156,705	555,862,349	514,177,377	440,077,810
Injured Workers Services	9,524,786	9,442,684	11,403,127	10,253,503	10,860,358
Labor Relations Board	375,715	450,878	452,822	544,502	553,932
Governor's Workforce Board	42,441,977	28,183,669	40,474,377	42,945,058	43,306,830
Total Expenditures	2,621,118,882	783,316,484	634,453,996	611,290,000	529,467,421
Expenditures by Object					
Salary and Benefits	45,612,244	51,051,342	54,973,740	52,077,372	55,868,828
Contract Professional Services	47,358,412	27,951,724	9,189,413	8,065,876	8,921,101
Operating Supplies and Expenses	13,018,944	13,535,714	126,509,762	115,286,905	16,742,490
Assistance and Grants	2,505,134,514	688,845,454	437,354,415	429,875,531	444,143,702
Subtotal: Operating	2,611,124,115	781,384,234	628,027,330	605,305,684	525,676,121
Capital Purchases and Equipment	231,091	232,160	144,405	2,709,316	516,300
Operating Transfers	9,763,676	1,700,090	6,282,261	3,275,000	3,275,000
Subtotal: Other	9,994,768	1,932,250	6,426,666	5,984,316	3,791,300
Total Expenditures	2,621,118,882	783,316,484	634,453,996	611,290,000	529,467,421
Expenditures by Source of Funds					
General Revenue	12,667,543	15,466,165	22,842,351	22,634,298	17,725,177
Federal Funds	2,021,370,538	377,652,140	187,176,605	171,277,006	75,724,375
Restricted Receipts	19,794,601	27,206,409	32,302,318	35,313,317	30,935,203
Other Funds	567,286,199	362,991,771	392,132,722	382,065,379	405,082,666
Total Expenditures	2,621,118,882	783,316,484	634,453,996	611,290,000	529,467,421
FTE Authorization	425.7	461.7	461.7	461.7	461.7

Personnel Agency Summary

Department of Labor and Training

	FY 2023		FY 2024	
	FTE	Cost	FTE	Cost
Classified	447.6	30,577,514	447.6	31,590,315
Unclassified	14.1	1,562,072	14.1	1,589,250
Subtotal	461.7	32,139,586	461.7	33,179,565
Overtime		629,635		633,311
Seasonal/Special Salaries/Wages		111,168		113,945
Turnover		(1,274,029)		(12,666)
Total Salaries		31,606,360		33,914,155
Benefits				
Contract Stipends		458,763		5,636
FICA		2,397,740		2,542,536
Health Benefits		6,042,024		6,459,007
Payroll Accrual		0		193,157
Retiree Health		1,398,718		1,515,391
Retirement		8,950,180		9,924,376
Subtotal		19,247,425		20,640,103
Total Salaries and Benefits	461.7	50,853,785	461.7	54,554,258
Cost Per FTE Position		110,145		118,160
Statewide Benefit Assessment		1,223,587		1,314,570
Payroll Costs	461.7	52,077,372	461.7	55,868,828
Purchased Services				
Clerical and Temporary Services		385,623		389,479
Information Technology		2,973,611		3,981,151
Legal Services		425,949		301,608
Management & Consultant Services		399,702		399,702
Medical Services		1,765,014		1,725,094
Other Contracts		1,857,155		1,862,657
Training and Educational Services		130,000		131,300
University and College Services		128,822		130,110
Subtotal		8,065,876		8,921,101
Total Personnel	461.7	60,143,248	461.7	64,789,929
Distribution by Source of Funds				
General Revenue	86.2	5,032,112	86.2	6,287,137
Federal Funds	253.0	33,202,186	253.0	35,889,531
Restricted Receipts	53.5	11,262,310	53.5	11,621,935
Other Funds	69.0	10,646,640	69.0	10,991,326
Total All Funds	461.7	60,143,248	461.7	64,789,929

Program Summary

Department of Labor and Training

Central Management

Mission

To provide leadership, strategic planning and administration of the Department's human resources, division priorities and programs ensuring the efficient and effective management and disbursement of state and federal programs and financial resources allowing for proactive operations and response to the needs of the citizens of Rhode Island.

Description

Organized through the Director's office, the Executive Central Management program provides leadership, management, planning and evaluation of the all department functions, human resources, budget and finance and program performance. This program provides performance data and shares information on key priorities to identify and raise major policy, legislative and program matters on the operation and programs of the department divisions to the Governor's staff, other department directors and agency heads, U.S. Department of Labor representatives, state and federal legislators and other state and national agencies and organizations. The Executive Management Program provides administrative services for the Department including legal, communications, policy and legislation, human resources, 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 Communications Unit is responsible for handling strategy and execution of a full array of public relations, marketing and communications activities. 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 unit processes all personnel actions, maintains personnel files and assists with labor relations. The Information Services unit provides the coordination, planning, technical evaluation and implementation of information systems. The Human Resources, Facilities Management and Information Systems functions are centralized functions and are administered in collaboration with the Department of Administration.

Statutory History

Title 42-16.1 of the Rhode Island General Laws establishes the responsibilities of the Director.

Budget

Department of Labor and Training

Central Management

Expenditures by Sub Program	2021 Actuals	2022 Actuals	2023 Enacted Budget	2023 Revised Budget	2024 Recommended
Operations	524,449	1,557,641	1,444,962	836,467	2,194,817
Total Expenditures	524,449	1,557,641	1,444,962	836,467	2,194,817
Expenditures by Object					
Salary and Benefits	194,304	920,725	406,544	342,157	351,917
Contract Professional Services	5,641	5,879	11,000	10,000	1,010,000
Operating Supplies and Expenses	324,492	630,947	1,027,156	484,257	832,846
Assistance and Grants	12	31	12	4	4
Subtotal: Operating	524,449	1,557,581	1,444,712	836,418	2,194,767
Capital Purchases and Equipment	0	60	250	49	50
Subtotal: Other	0	60	250	49	50
Total Expenditures	524,449	1,557,641	1,444,962	836,467	2,194,817
Expenditures by Source of Funds					
General Revenue	338,434	1,194,264	1,065,747	406,957	1,802,264
Restricted Receipts	186,016	363,377	379,215	429,510	392,553
Total Expenditures	524,449	1,557,641	1,444,962	836,467	2,194,817

Personnel

Department of Labor and Training

Central Management

		FY 2023		FY 2024	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	0124 A	1.0	59,864	1.0	63,573
ADMINISTRATOR, FINANCIAL MANAGEMENT	0137 A	4.0	392,685	4.0	431,629
ADMINISTRATOR- OPERATIONS MANAGEMENT	0141 A	1.0	119,307	1.0	122,290
ASSISTANT ADMINISTRATIVE OFFICER	0321 A	1.0	61,611	1.0	64,572
ASSISTANT ADMINISTRATOR- FINANCIAL MANAGEMENT	0134 A	3.0	264,332	3.0	279,316
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	0143 A	1.0	129,277	1.0	133,594
ASSISTANT DIRECTOR FOR EMPLOYMENT & TRAINING SVS (DLT)	0139 A	2.0	204,482	2.0	217,289
BUSINESS MANAGEMENT OFFICER	0B26 A	1.0	77,318	1.0	86,060
CHIEF ECONOMIC AND POLICY ANALYST	0142 A	1.0	108,273	1.0	110,979
CHIEF FINANCIAL OFFICER II	0144 A	1.0	149,153	1.0	159,413
CHIEF IMPLEMENTATION AIDE	0128 A	3.0	211,478	3.0	220,141
CHIEF PROGRAM DEVELOPMENT	0134 A	2.0	173,315	2.0	180,755
DATA ANALYST I	0134 A	2.0	170,145	2.0	181,635
DATA ANALYST II	0138 A	1.0	96,194	1.0	102,639
DEPUTY DIRECTOR (DLT)	0144 A	1.0	164,202	1.0	168,278
DLT BUSINESS OFFICER	0321 A	3.0	148,550	3.0	156,325
EMPLOYMENT AND TRAINING ASSISTANT	0316 A	4.0	191,502	4.0	199,159
HEARING OFFICER	0133 A	0.6	80,796	0.6	86,346
IMPLEMENTATION AIDE	0322 A	1.0	64,357	1.0	65,923
INTERNET COMMUNICATIONS SPECIALIST	0128 A	1.0	64,902	1.0	68,926
LABOR STANDARDS EXAMINER	0326 A	1.0	58,749	1.0	62,138
LEGAL ASSISTANT	0319 A	1.0	50,735	1.0	52,717
PRINCIPAL DLT BUSINESS OFFICER	0127 A	2.0	143,398	2.0	72,103
PRINCIPAL INFORMATION AND PUBLIC RELATIONS SPECIALIST	0126 A	1.0	60,270	1.0	63,834
PROGRAMMING SERVICES OFFICER	0131 A	3.0	266,981	3.0	273,659
SENIOR COMPUTER OPERATOR	0318 A	1.0	46,215	1.0	48,382
SENIOR DLT BUSINESS OFFICER	0324 A	4.0	257,733	4.0	268,919
SENIOR EMPLOYMENT AND TRAINING INTERVIEWER	0320 A	1.0	53,063	1.0	54,390
SUPERVISING DLT BUSINESS OFFICER	0132 A	1.0	91,810	1.0	97,736
SUPERVISOR OF OFFICE SERVICES (DLT)	0131 A	2.0	159,727	2.0	165,854
Subtotal Classified		51.6	4,120,424	51.6	4,258,574
Unclassified					
DIRECTOR- DEPARTMENT OF LABOR AND TRAINING	0948KF	1.0	177,558	1.0	183,609

Personnel

Department of Labor and Training

Central Management

	FY 2023		FY 2024		
	FTE	Cost	FTE	Cost	
Unclassified					
EXECUTIVE COUNSEL	0839 A	1.0	125,576	1.0	128,716
LEGAL COUNSEL (EMPLOYMENT SECURITY)	0889 F	5.1	662,913	5.1	679,355
Subtotal Unclassified		7.1	966,047	7.1	991,680
Subtotal		58.7	5,086,471	58.7	5,250,254
Transfer Out			(4,884,328)		(5,039,214)
Transfer In			20,844		21,356
Overtime			122		123
Turnover			(6,818)		(12,666)
Total Salaries			216,291		219,853
Benefits					
Contract Stipends			450		0
FICA			16,571		16,810
Health Benefits			27,667		29,106
Payroll Accrual			0		1,276
Retiree Health			9,753		10,089
Retirement			62,887		66,102
Subtotal			117,328		123,383
Total Salaries and Benefits		58.7	333,619	58.7	343,236
Cost Per FTE Position			5,683		5,847
Statewide Benefit Assessment			8,538		8,681
Payroll Costs		58.7	342,157	58.7	351,917
Purchased Services					
Information Technology			0		1,000,000
Legal Services			10,000		10,000
Subtotal			10,000		1,010,000
Total Personnel		58.7	352,157	58.7	1,361,917
Distribution by Source of Funds					
General Revenue		57.2	70,618	57.2	1,067,361
Restricted Receipts		1.5	281,539	1.5	294,556
Total All Funds		58.7	352,157	58.7	1,361,917

Program Summary

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.

Budget

Department of Labor and Training

Workforce Development Services

Expenditures by Sub Program	2021 Actuals	2022 Actuals	2023 Enacted Budget	2023 Revised Budget	2024 Recommended
Employment Services	5,777,025	3,644,160	3,466,018	2,331,679	2,939,358
Labor Market Information	849,931	833,991	824,803	734,045	821,853
Veteran Services	506,368	665,835	704,620	490,847	553,751
WIOA & Other Training Programs	15,450,858	12,445,620	15,580,299	35,003,547	23,615,855
Total Expenditures	22,584,182	17,589,605	20,575,740	38,560,118	27,930,817
Expenditures by Object					
Salary and Benefits	7,155,980	8,400,573	8,975,059	9,425,304	10,558,757
Contract Professional Services	1,067,457	775,188	579,611	569,096	568,719
Operating Supplies and Expenses	2,144,875	2,425,959	2,400,537	5,415,881	2,645,228
Assistance and Grants	12,215,862	5,877,609	8,611,044	21,862,762	14,083,153
Subtotal: Operating	22,584,173	17,479,329	20,566,251	37,273,043	27,855,857
Capital Purchases and Equipment	10	110,276	2,228	1,287,075	74,960
Operating Transfers	0	0	7,261	0	0
Subtotal: Other	10	110,276	9,489	1,287,075	74,960
Total Expenditures	22,584,182	17,589,605	20,575,740	38,560,118	27,930,817
Expenditures by Source of Funds					
General Revenue	293,245	322,870	1,103,105	1,645,289	1,101,472
Federal Funds	22,243,599	17,214,074	19,464,609	36,259,307	26,829,345
Other Funds	47,338	52,662	8,026	655,522	0
Total Expenditures	22,584,182	17,589,605	20,575,740	38,560,118	27,930,817

Personnel

Department of Labor and Training

Workforce Development Services

		FY 2023		FY 2024	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	0124 A	1.0	61,332	1.0	62,865
ADMINISTRATOR- OPERATIONS MANAGEMENT	0141 A	2.0	244,082	2.0	252,779
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	0129 A	6.0	449,735	6.0	463,423
ASSISTANT DIRECTOR FOR PLANNING AND PROGRAM DEVEL (DLT)	0139 A	1.0	100,330	1.0	102,837
AUDITOR	0122 A	1.0	50,740	1.0	53,533
BUSINESS SERVICES SPECIALIST	0324 A	5.0	306,326	5.0	313,985
CHIEF IMPLEMENTATION AIDE	0128 A	1.0	71,905	1.0	73,703
CHIEF OF INFORMATION AND PUBLIC RELATIONS	0129 A	1.0	78,569	1.0	80,534
CHIEF OF LABOR AND TRAINING OPERATIONS	0134 A	2.0	170,945	2.0	175,220
CHIEF OF RESEARCH AND ANALYSIS	0134 A	1.0	101,099	1.0	103,597
CHIEF PROGRAM DEVELOPMENT	0134 A	2.0	165,601	2.0	89,814
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	10.0	803,105	10.0	831,295
COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRAMS	0131 A	1.0	80,902	1.0	82,925
DATA ANALYST I	0134 A	2.0	174,340	2.0	187,495
DISABLED VETERANS JOB ASSISTANT	0320 A	3.0	156,802	3.0	162,000
EMPLOYMENT AND TRAINING ADMINISTRATOR	0135 A	1.0	111,286	1.0	114,052
EMPLOYMENT AND TRAINING MANAGER	0126 A	1.0	63,783	1.0	67,935
INVESTIGATIVE AUDITOR	0133 A	1.0	78,495	1.0	83,443
LABOR AND TRAINING ADMINISTRATOR	0138 A	1.0	124,020	1.0	127,096
LOCAL VETERANS EMPLOYMENT REPRESENTATIVE	0320 A	1.0	53,064	1.0	54,390
MANAGEMENT ASSISTANCE SUPERVISOR	0131 A	1.0	89,991	1.0	92,217
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	0323 A	34.0	1,977,366	34.0	1,998,103
PRINCIPAL RESEARCH TECHNICIAN	0127 A	2.0	142,891	2.0	149,333
PRINCIPAL RESEARCH TECHNICIAN	0327 A	1.0	62,156	1.0	65,811
SENIOR EMPLOYMENT & TRAINING MONITORING & EVAL SPEC	0126 A	2.0	132,558	2.0	135,869
SENIOR RESEARCH TECHNICIAN	0323 A	3.0	182,968	3.0	189,270
Subtotal Classified		87.0	6,034,391	87.0	6,113,524
Subtotal		87.0	6,034,391	87.0	6,113,524
Transfer Out			(853,359)		(859,323)
Transfer In			1,186,788		1,120,178
Overtime			3,714		3,646
Turnover			(682,837)		0

Personnel

Department of Labor and Training

Workforce Development Services

	FY 2023		FY 2024	
	FTE	Cost	FTE	Cost
Total Salaries		5,688,697		6,378,025
Benefits				
Contract Stipends		53,661		(15)
FICA		438,054		487,348
Health Benefits		1,123,533		1,220,396
Payroll Accrual		0		36,993
Retiree Health		256,376		289,804
Retirement		1,640,418		1,894,422
Subtotal		3,512,042		3,928,948
Total Salaries and Benefits	87.0	9,200,739	87.0	10,306,973
Cost Per FTE Position		105,756		118,471
Statewide Benefit Assessment		224,565		251,784
Payroll Costs	87.0	9,425,304	87.0	10,558,757
Purchased Services				
Information Technology		150,618		151,124
Management & Consultant Services		399,702		399,702
Other Contracts		18,776		17,893
Subtotal		569,096		568,719
Total Personnel	87.0	9,994,400	87.0	11,127,476
Distribution by Source of Funds				
General Revenue	0.0	182,689	0.0	188,519
Federal Funds	87.0	9,811,711	87.0	10,938,957
Total All Funds	87.0	9,994,400	87.0	11,127,476

Program Summary

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 state laws that protect the state's workforce for fair collection of wages, child labor laws, 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 Workplace Fraud 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, employee misclassification, and overtime provisions. The division also enforces laws regarding 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

Department of Labor and Training

Workforce Regulation and Safety

Expenditures by Sub Program	2021 Actuals	2022 Actuals	2023 Enacted Budget	2023 Revised Budget	2024 Recommended
Labor Standards	623,437	1,112,473	1,169,335	1,094,645	1,457,472
Occupational Safety	716,294	892,467	950,101	867,650	802,811
Professional Regulations	1,772,883	1,930,361	2,121,183	2,010,680	2,282,574
Total Expenditures	3,112,614	3,935,301	4,240,619	3,972,975	4,542,857
Expenditures by Object					
Salary and Benefits	2,861,619	3,180,334	4,379,118	4,127,188	4,352,275
Contract Professional Services	20,096	7,631	5,100	5,187	5,239
Operating Supplies and Expenses	230,828	744,676	(144,821)	(160,622)	184,108
Assistance and Grants	72	411	167	167	169
Subtotal: Operating	3,112,614	3,933,051	4,239,564	3,971,920	4,541,791
Capital Purchases and Equipment	0	2,250	1,055	1,055	1,066
Subtotal: Other	0	2,250	1,055	1,055	1,066
Total Expenditures	3,112,614	3,935,301	4,240,619	3,972,975	4,542,857
Expenditures by Source of Funds					
General Revenue	3,112,614	3,935,301	4,240,619	3,972,975	4,542,857
Total Expenditures	3,112,614	3,935,301	4,240,619	3,972,975	4,542,857

Personnel

Department of Labor and Training

Workforce Regulation and Safety

		FY 2023		FY 2024	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	0324 A	1.0	56,074	1.0	59,267
APPRENTICESHIP TRAINING COORDINATOR	0324 A	1.0	64,330	1.0	65,938
ASSISTANT DIRECTOR DEPARTMENT OF LABOR AND TRAINING	0140 A	1.0	113,792	1.0	116,637
CHIEF BOILER AND PRESSURE VESSEL INSPECTOR	0330 A	1.0	76,864	1.0	78,786
CHIEF ELECTRICAL INVESTIGATOR (BD. OF EXAM. OF ELECT.)	0330 A	1.0	76,864	1.0	78,786
CHIEF ELEVATOR INSPECTOR	0330 A	1.0	84,550	1.0	86,665
CHIEF IMPLEMENTATION AIDE	0328 A	1.0	84,254	1.0	86,349
CHIEF LABOR STANDARDS EXAMINER	0330 A	1.0	71,723	1.0	73,517
CHIEF LICENSING EXAMINER-DIVISION OF COMM LICEN & REGUL	0333 A	1.0	101,770	1.0	104,245
CHIEF MECHANICAL INVESTIGATOR (BD OF MECHANICAL EXAMINERS)	0330 A	1.0	80,707	1.0	82,725
CHIEF PLUMBING INVESTIGATOR (BD OF PLUMBING EXAMINERS)	0330 A	2.0	161,629	2.0	168,172
EMPLOYMENT AND TRAINING ADMINISTRATOR	0135 A	1.0	98,900	1.0	101,372
IMPLEMENTATION AIDE	0322 A	3.0	186,269	3.0	192,829
INDUSTRIAL SAFETY SPECIALIST (OCCUPATIONAL SAFETY)	0322 A	1.0	57,899	1.0	61,245
INDUSTRIAL SAFETY TECHNICIAN (BOILER INSPECTION)	0322 A	1.0	69,311	1.0	71,019
LABOR STANDARDS EXAMINER	0326 A	5.0	334,177	5.0	350,310
SENIOR PREVAILING WAGE INVESTIGATOR	0328 A	1.0	63,747	1.0	67,600
SUPERVISOR APPRENTICESHIP TRAINING PROGRAMS	0327 A	2.0	161,261	2.0	165,295
Subtotal Classified		26.0	1,944,121	26.0	2,010,757
Unclassified					
CHIEF HOISTING ENGINEER INVESTIGATOR	0328 A	1.0	76,864	1.0	78,786
Subtotal Unclassified		1.0	76,864	1.0	78,786
Subtotal		27.0	2,020,985	27.0	2,089,543
Transfer Out			(101,424)		(104,916)
Transfer In			655,351		672,178
Turnover			(74,392)		0
Total Salaries			2,500,520		2,656,805

Personnel

Department of Labor and Training

Workforce Regulation and Safety

	FY 2023		FY 2024	
	FTE	Cost	FTE	Cost
Benefits				
Contract Stipends		73,471		0
FICA		193,974		203,132
Health Benefits		424,269		457,621
Payroll Accrual		0		15,419
Retiree Health		112,646		120,716
Retirement		723,538		793,638
Subtotal		1,527,898		1,590,526
Total Salaries and Benefits	27.0	4,028,418	27.0	4,247,331
Cost Per FTE Position		149,201		157,309
Statewide Benefit Assessment		98,770		104,944
Payroll Costs	27.0	4,127,188	27.0	4,352,275
Purchased Services				
Other Contracts		5,187		5,239
Subtotal		5,187		5,239
Total Personnel	27.0	4,132,375	27.0	4,357,514
Distribution by Source of Funds				
General Revenue	27.0	4,132,375	27.0	4,357,514
Total All Funds	27.0	4,132,375	27.0	4,357,514

Performance Measures

Department of Labor and Training

Workforce Regulation and Safety

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 represent the percentage of cases closed in 90 days or less from date of assignment to examiner.

Frequency: Annual

Reporting Period: Calendar Year

	2020	2021	2022	2023	2024
Target	45%	45%	45%	45%	45%
Actual	62%	25%	53%	--	--

Program Summary

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 5 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

Department of Labor and Training

Income Support

Expenditures by Sub Program	2021 Actuals	2022 Actuals	2023 Enacted Budget	2023 Revised Budget	2024 Recommended
Employer Tax	5,834	3,441,089	2,880,894	4,475,108	5,127,025
Fire and Police	3,641,798	4,112,852	3,949,058	4,033,575	3,674,652
TDI	197,492,048	225,898,476	215,049,696	243,834,857	262,307,666
Unemployment Insurance	2,341,415,477	488,704,289	333,982,701	261,833,837	168,968,467
Total Expenditures	2,542,555,157	722,156,705	555,862,349	514,177,377	440,077,810
Expenditures by Object					
Salary and Benefits	28,144,480	31,423,433	33,249,630	30,257,495	32,245,251
Contract Professional Services	14,808,094	17,295,792	5,498,351	4,514,728	4,412,375
Operating Supplies and Expenses	8,192,818	5,314,842	108,644,075	105,201,661	8,054,329
Assistance and Grants	2,481,729,608	666,311,556	402,056,489	369,767,784	391,659,039
Subtotal: Operating	2,532,874,999	720,345,622	549,448,545	509,741,668	436,370,994
Capital Purchases and Equipment	211,482	110,993	138,804	1,160,709	431,816
Operating Transfers	9,468,676	1,700,090	6,275,000	3,275,000	3,275,000
Subtotal: Other	9,680,158	1,811,083	6,413,804	4,435,709	3,706,816
Total Expenditures	2,542,555,157	722,156,705	555,862,349	514,177,377	440,077,810
Expenditures by Source of Funds					
General Revenue	3,641,798	4,112,852	3,949,058	4,033,575	3,674,652
Federal Funds	1,971,048,308	353,351,261	157,711,996	125,017,699	28,895,030
Restricted Receipts	626,190	1,753,483	2,076,599	3,716,246	2,425,462
Other Funds	567,238,861	362,939,110	392,124,696	381,409,857	405,082,666
Total Expenditures	2,542,555,157	722,156,705	555,862,349	514,177,377	440,077,810

Personnel

Department of Labor and Training

Income Support

		FY 2023		FY 2024	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATOR- OPERATIONS MANAGEMENT	0141 A	2.0	268,521	2.0	275,045
ASSISTANT COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRMS	0129 A	2.0	139,118	2.0	145,898
ASSISTANT DIRECTOR FOR BUSINESS AFFAIRS (DLT)	0139 A	1.0	113,688	1.0	116,527
ASSISTANT DIRECTOR FOR TEMPORARY DISABILITY INSUR (DLT)	0139 A	1.0	119,723	1.0	128,898
ASSISTANT DIRECTOR FOR UNEMPLOYMENT INSURANCE (DLT)	0139 A	1.0	104,436	1.0	111,422
BENEFIT CLAIMS SPECIALIST	0323 A	46.0	2,784,071	46.0	2,878,468
CHIEF IMPLEMENTATION AIDE	0128 A	1.0	71,905	1.0	73,703
CHIEF OF LABOR AND TRAINING OPERATIONS	0134 A	3.0	303,861	3.0	313,179
CHIEF PROGRAM DEVELOPMENT	0134 A	1.0	108,413	1.0	111,081
CHIEF REVENUE AGENT	0138 A	1.0	98,109	1.0	104,316
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	2.0	163,786	2.0	171,478
EMPLOYER REGISTRATION SUPERVISOR	0326 A	1.0	65,954	1.0	67,603
EMPLOYMENT AND TRAINING ASSISTANT	0316 A	5.0	240,592	5.0	248,542
EMPLOYMENT AND TRAINING MANAGER	0126 A	16.0	1,082,065	16.0	1,115,629
EMPLOYMENT & TRAINING INTERVIEWER	0317 A	1.0	46,157	1.0	48,336
EMPLOYMENT & TRAINING INTERVIEWER & INTERPRETER (SPANIS	0320 A	17.0	840,188	17.0	877,928
EMPLOYMENT & TRAINING INTERVIEWER & INTERPR (PORTUGUESE	0320 A	2.0	100,074	2.0	105,692
FRAUD AND OVERPAYMENT INVESTIGATOR	0326 A	7.0	430,947	7.0	457,204
IMPLEMENTATION DIRECTOR POLICY AND PROGRAMS	0140 A	1.0	132,157	1.0	135,429
INTERPRETER (SPANISH)	0316 A	3.0	143,698	3.0	148,159
LABOR AND TRAINING ADMINISTRATOR	0138 A	3.0	287,481	3.0	307,779
NURSING CARE EVALUATOR	0520 A	2.0	172,978	2.0	181,321
OFFICE MANAGER	0123 A	1.0	59,075	1.0	60,562
PRINCIPAL CLERK-TYPIST	0312 A	1.0	43,013	1.0	44,088
PRINCIPAL EMPLOYMENT AND TRAINING MANAGER	0130 A	4.0	299,490	4.0	315,561
PRINCIPAL REVENUE AGENT	0833 A	4.0	365,983	4.0	375,072
PROGRAMMING SERVICES OFFICER	0131 A	1.0	80,902	1.0	82,926
REFEREE - BOARD OF REVIEW	0137 A	5.0	552,574	5.0	576,048
REVENUE OFFICER	0321 A	1.0	54,780	1.0	56,151
REVENUE OFFICER SPECIAL INVESTIGATIONS	0327 A	4.0	268,059	4.0	282,749
SENIOR EMPLOYMENT AND TRAINING INTERVIEWER	0320 A	61.0	3,176,964	61.0	3,298,084

Personnel

Department of Labor and Training

Income Support

		FY 2023		FY 2024	
		FTE	Cost	FTE	Cost
Classified					
SENIOR EMPLOYMENT AND TRAINING MANAGER	0128 A	1.0	71,904	1.0	73,702
SENIOR EMPLOYMENT & TRAINING MONITORING & EVAL SPEC	0126 A	5.0	324,872	5.0	339,084
SENIOR REVENUE POLICY ANALYST (DOR)	0323 A	1.0	62,097	1.0	63,650
SUPERVISING REVENUE OFFICER	0833 A	1.0	79,006	1.0	83,978
SUPERVISING TAX EXAMINER (DOA)	0328 A	7.0	474,228	7.0	502,739
TAX AIDE I	0318 A	3.0	141,248	3.0	147,011
TAX EXAMINER (DOA)	0324 A	2.0	114,783	2.0	120,621
TAXPAYER SERVICE SPECIALIST	0321 A	1.0	51,349	1.0	52,633
TAXPAYER SERVICE SPECIALIST	0323 A	8.0	488,821	8.0	509,284
TRAINING SUPERVISOR	0326 A	1.0	69,251	1.0	70,983
Subtotal Classified		231.0	14,596,321	231.0	15,178,563
Unclassified					
CHAIRPERSON MEMBER OF BOARD OF REVIEW (ES)	0837 A	1.0	113,684	1.0	116,397
CONFIDENTIAL SECRETARY	0818 A	1.0	62,349	1.0	63,908
LEGAL COUNSEL (BOARD OF REVIEW)	0889 F	1.0	106,115	1.0	108,768
MEMBER- BOARD OF REVIEW (ES)	0810 F	1.0	16,563	1.0	0
Subtotal Unclassified		4.0	298,711	4.0	289,073
Subtotal		235.0	14,895,032	235.0	15,467,636
Transfer Out			(161,783)		(165,825)
Transfer In			3,514,433		3,648,589
Overtime			620,564		624,255
Turnover			(509,982)		0
Total Salaries			18,358,264		19,574,655
Benefits					
Contract Stipends			282,131		5,651
FICA			1,375,822		1,447,213
Health Benefits			3,611,616		3,840,292
Payroll Accrual			0		109,989
Retiree Health			801,705		863,700
Retirement			5,127,321		5,655,224
Subtotal			11,198,595		11,922,069
Total Salaries and Benefits		235.0	29,556,859	235.0	31,496,724
Cost Per FTE Position			125,774		134,029

Personnel

Department of Labor and Training

Income Support

	FY 2023		FY 2024	
	FTE	Cost	FTE	Cost
Statewide Benefit Assessment		700,636		748,527
Payroll Costs	235.0	30,257,495	235.0	32,245,251
Purchased Services				
Clerical and Temporary Services		48,414		48,898
Information Technology		2,245,472		2,260,427
Legal Services		365,949		241,608
Medical Services		23,800		24,038
Other Contracts		1,702,271		1,707,294
University and College Services		128,822		130,110
Subtotal		4,514,728		4,412,375
Total Personnel	235.0	34,772,223	235.0	36,657,626
Distribution by Source of Funds				
General Revenue	0.0	117,429	0.0	119,811
Federal Funds	166.0	23,390,475	166.0	24,950,574
Restricted Receipts	0.0	617,679	0.0	595,915
Other Funds	69.0	10,646,640	69.0	10,991,326
Total All Funds	235.0	34,772,223	235.0	36,657,626

Performance Measures

Department of Labor and Training

Income Support

UI Call Center Wait Times

The figures represent the average amount of time in minutes a caller spends on hold before reaching an agent in the UI call center.

Frequency: Annual

Reporting Period: State Fiscal Year

	2020	2021	2022	2023	2024
Target	20	20	30	30	30
Actual	35	53	53	--	--

Timeliness of UI Adjudication Decisions

The figures represent the percentage of contested UI claims adjudicated within 21 days. The United States Department of Labor has set a target of 80 percent.

Frequency: Annual

Reporting Period: Calendar Year

	2020	2021	2022	2023	2024
Target	80%	80%	80%	80%	80%
Actual	62.2%	48.2%	75.7%	--	--

Timeliness of Unemployment Insurance (UI) First Benefit Payments

The figures 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.

Frequency: Annual

Reporting Period: Calendar Year

	2020	2021	2022	2023	2024
Target	87%	87%	87%	87%	87%
Actual	89.1%	93.5%	86.4%	--	--

Program Summary

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

Department of Labor and Training

Injured Workers Services

Expenditures by Sub Program	2021 Actuals	2022 Actuals	2023 Enacted Budget	2023 Revised Budget	2024 Recommended
Education & Rehabilitation	4,823,207	4,648,756	5,511,857	5,448,550	5,808,334
Workers' Comp Compliance	4,701,579	4,793,928	5,891,270	4,804,953	5,052,024
Total Expenditures	9,524,786	9,442,684	11,403,127	10,253,503	10,860,358
Expenditures by Object					
Salary and Benefits	4,838,051	5,043,212	5,499,188	4,905,982	5,079,476
Contract Professional Services	2,713,532	2,717,511	3,013,841	2,901,279	2,859,026
Operating Supplies and Expenses	1,170,646	976,651	1,844,213	1,706,904	2,175,392
Assistance and Grants	782,958	701,517	1,044,017	735,524	742,611
Subtotal: Operating	9,505,186	9,438,891	11,401,259	10,249,689	10,856,505
Capital Purchases and Equipment	19,600	3,793	1,868	3,814	3,853
Subtotal: Other	19,600	3,793	1,868	3,814	3,853
Total Expenditures	9,524,786	9,442,684	11,403,127	10,253,503	10,860,358
Expenditures by Source of Funds					
Restricted Receipts	9,524,786	9,442,684	11,403,127	10,253,503	10,860,358
Total Expenditures	9,524,786	9,442,684	11,403,127	10,253,503	10,860,358

Personnel

Department of Labor and Training

Injured Workers Services

		FY 2023		FY 2024	
		FTE	Cost	FTE	Cost
Classified					
ASSISTANT ADMINISTRATIVE OFFICER	0321 A	1.0	64,347	1.0	65,923
ASSISTANT ADMINISTRATOR OF VOCATIONAL REHAB (REHAB)	0132 A	1.0	79,354	1.0	85,495
ASSISTANT ADMINISTRATOR REHABILITATION UNIT	0137 A	1.0	94,067	1.0	100,881
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	0129 A	1.0	74,828	1.0	76,698
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (COTA)	0320 A	2.0	96,862	2.0	107,218
CHIEF ADMINISTRATOR DIVISION OF REHAB AND EDUC (DLT)	0140 A	1.0	138,959	1.0	142,371
CHIEF DATA OPERATIONS	0333 A	1.0	104,932	1.0	107,514
CHIEF INVESTIGATOR WORKERS COMPENSATION (FRAUD PRV UNT)	AB38 A	1.0	123,809	1.0	133,204
COMPENSATION CLAIMS ANALYST	0322 A	3.0	182,099	3.0	186,652
DATA ANALYST II	0138 A	1.0	104,668	1.0	107,285
EDUCATION UNIT REPRESENTATIVE	0326 A	2.0	149,135	2.0	152,763
EMPLOYMENT AND TRAINING ASSISTANT	0316 A	2.0	94,906	2.0	98,446
IMPLEMENTATION AIDE	AB22 A	1.0	63,622	1.0	65,187
INVESTIGATOR WORKERS COMPENSATION FRAUD PREV UNIT	AB30 A	5.0	422,504	5.0	432,834
MEDICAL ASSISTANT	0320 A	2.0	100,590	2.0	104,438
MEDICAL RECORDS TECHNICIAN	0320 A	1.0	53,063	1.0	54,390
PHYSICAL THERAPY ASSISTANT	0320 A	5.0	288,051	5.0	295,184
SENIOR WORD PROCESSING TYPIST	0312 A	2.0	85,448	2.0	88,306
UNIT CLAIMS MANAGER	0326 A	1.0	80,169	1.0	82,148
WORKERS' COMPENSATION PATIENT CARE COORDINATOR	0520 A	2.0	189,128	2.0	193,856
Subtotal Classified		36.0	2,590,541	36.0	2,680,793
Subtotal		36.0	2,590,541	36.0	2,680,793
Transfer Out			(41,688)		(42,712)
Transfer In			365,778		375,532
Overtime			4,469		4,514
Total Salaries			2,919,100		3,018,127

Personnel

Department of Labor and Training

Injured Workers Services

	FY 2023		FY 2024	
	FTE	Cost	FTE	Cost
Benefits				
Contract Stipends		47,090		0
FICA		226,205		230,127
Health Benefits		626,499		659,592
Payroll Accrual		0		17,493
Retiree Health		131,718		137,364
Retirement		840,240		897,737
Subtotal		1,871,752		1,942,313
Total Salaries and Benefits	36.0	4,790,852	36.0	4,960,440
Cost Per FTE Position		133,079		137,790
Statewide Benefit Assessment		115,130		119,036
Payroll Costs	36.0	4,905,982	36.0	5,079,476
Purchased Services				
Clerical and Temporary Services		328,979		332,269
Information Technology		576,741		568,812
Medical Services		1,741,214		1,701,056
Other Contracts		124,345		125,589
Training and Educational Services		130,000		131,300
Subtotal		2,901,279		2,859,026
Total Personnel	36.0	7,807,261	36.0	7,938,502
Distribution by Source of Funds				
Restricted Receipts	36.0	7,807,261	36.0	7,938,502
Total All Funds	36.0	7,807,261	36.0	7,938,502

Performance Measures

Department of Labor and Training

Injured Workers Services

Injured Workers That Completed Training

The number of injured workers that completed treatment w/ increased functional gains compared to when they started treatment. These increased functional gains make these injured workers more employable in the Rhode Island labor market.

Frequency: Annual

Reporting Period: Calendar Year

	2020	2021	2022	2023	2024
Target	--	--	--	--	--
Actual	200	334	--	--	--

Injured Workers That Completed Treatment

The number of injured workers that completed treatment and were verified that they have either returned to work with employer of injury or with a new employer. These include referrals to Vocational Rehabilitation.

Frequency: Annual

Reporting Period: Calendar Year

	2020	2021	2022	2023	2024
Target	--	--	--	--	--
Actual	129	202	--	--	--

Program Summary

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

Department of Labor and Training

Labor Relations Board

Expenditures by Sub Program	2021 Actuals	2022 Actuals	2023 Enacted Budget	2023 Revised Budget	2024 Recommended
Labor Relations	375,715	450,878	452,822	544,502	553,932
Total Expenditures	375,715	450,878	452,822	544,502	553,932
Expenditures by Object					
Salary and Benefits	410,542	400,487	376,756	470,771	495,620
Contract Professional Services	75,560	63,861	60,565	58,230	58,312
Operating Supplies and Expenses	(110,393)	(13,526)	15,286	15,286	0
Assistance and Grants	6	4	15	15	0
Subtotal: Operating	375,715	450,826	452,622	544,302	553,932
Capital Purchases and Equipment	0	52	200	200	0
Subtotal: Other	0	52	200	200	0
Total Expenditures	375,715	450,878	452,822	544,502	553,932
Expenditures by Source of Funds					
General Revenue	375,715	450,878	452,822	544,502	553,932
Total Expenditures	375,715	450,878	452,822	544,502	553,932

Personnel

Department of Labor and Training

Labor Relations Board

		FY 2023		FY 2024	
		FTE	Cost	FTE	Cost
Classified					
PROGRAMMING SERVICES OFFICER	0131 A	1.0	95,395	1.0	99,087
Subtotal Classified		1.0	95,395	1.0	99,087
Unclassified					
ADMINISTRATOR LABOR RELATIONS BOARD	0833 A	1.0	100,854	1.0	107,124
Subtotal Unclassified		1.0	100,854	1.0	107,124
Subtotal		2.0	196,249	2.0	206,211
Seasonal/Special Salaries/Wages			111,168		113,945
Total Salaries			307,417		320,156
Benefits					
FICA			23,520		24,489
Health Benefits			26,750		28,186
Payroll Accrual			0		1,856
Retiree Health			13,823		14,471
Retirement			87,117		93,819
Subtotal			151,210		162,821
Total Salaries and Benefits		2.0	458,627	2.0	482,977
Cost Per FTE Position			229,314		241,489
Statewide Benefit Assessment			12,144		12,643
Payroll Costs		2.0	470,771	2.0	495,620
Purchased Services					
Clerical and Temporary Services			8,230		8,312
Legal Services			50,000		50,000
Subtotal			58,230		58,312
Total Personnel		2.0	529,001	2.0	553,932
Distribution by Source of Funds					
General Revenue		2.0	529,001	2.0	553,932
Total All Funds		2.0	529,001	2.0	553,932

Program Summary

Department of Labor and Training

Governor's Workforce Board

Mission

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

Description

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

Statutory History

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

Budget

Department of Labor and Training

Governor's Workforce Board

Expenditures by Sub Program	2021 Actuals	2022 Actuals	2023 Enacted Budget	2023 Revised Budget	2024 Recommended
Governor's Workforce Board Operations	42,441,977	28,183,669	40,474,377	42,945,058	43,306,830
Total Expenditures	42,441,977	28,183,669	40,474,377	42,945,058	43,306,830
Expenditures by Object					
Salary and Benefits	2,007,267	1,682,578	2,087,445	2,548,475	2,785,532
Contract Professional Services	28,668,033	7,085,863	20,945	7,356	7,430
Operating Supplies and Expenses	1,065,679	3,456,165	12,723,316	2,623,538	2,850,587
Assistance and Grants	10,405,998	15,954,326	25,642,671	37,509,275	37,658,726
Subtotal: Operating	42,146,977	28,178,933	40,474,377	42,688,644	43,302,275
Capital Purchases and Equipment	0	4,736	0	256,414	4,555
Operating Transfers	295,000	0	0	0	0
Subtotal: Other	295,000	4,736	0	256,414	4,555
Total Expenditures	42,441,977	28,183,669	40,474,377	42,945,058	43,306,830
Expenditures by Source of Funds					
General Revenue	4,905,737	5,450,000	12,031,000	12,031,000	6,050,000
Federal Funds	28,078,631	7,086,805	10,000,000	10,000,000	20,000,000
Restricted Receipts	9,457,609	15,646,864	18,443,377	20,914,058	17,256,830
Total Expenditures	42,441,977	28,183,669	40,474,377	42,945,058	43,306,830

Personnel

Department of Labor and Training

Governor's Workforce Board

		FY 2023		FY 2024	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	0124 A	1.0	60,667	1.0	62,865
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	0129 A	4.0	269,957	4.0	298,027
ASSISTANT DIRECTOR FOR PLANNING AND PROGRAM DEVEL (DLT)	0139 A	1.0	130,020	1.0	133,202
CHIEF OF LABOR AND TRAINING OPERATIONS	0134 A	3.0	240,363	3.0	246,371
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	3.0	242,706	3.0	248,777
LABOR AND TRAINING ADMINISTRATOR	0138 A	1.0	109,011	1.0	112,648
OFFICE MANAGER	0123 A	1.0	59,086	1.0	60,561
PROGRAMMING SERVICES OFFICER	0131 A	1.0	84,511	1.0	86,566
Subtotal Classified		15.0	1,196,321	15.0	1,249,017
Unclassified					
EXECUTIVE DIRECTOR GOVERNOR'S WORKFORCE BOARD	0839 A	1.0	119,596	1.0	122,587
Subtotal Unclassified		1.0	119,596	1.0	122,587
Subtotal		16.0	1,315,917	16.0	1,371,604
Transfer Out			(439,661)		(423,296)
Transfer In			739,049		797,453
Overtime			766		773
Total Salaries			1,616,071		1,746,534
Benefits					
Contract Stipends			1,960		0
FICA			123,594		133,417
Health Benefits			201,690		223,814
Payroll Accrual			0		10,131
Retiree Health			72,697		79,247
Retirement			468,659		523,434
Subtotal			868,600		970,043
Total Salaries and Benefits		16.0	2,484,671	16.0	2,716,577
Cost Per FTE Position			155,292		169,786
Statewide Benefit Assessment			63,804		68,955
Payroll Costs		16.0	2,548,475	16.0	2,785,532
Purchased Services					
Information Technology			780		788
Other Contracts			6,576		6,642

Personnel

Department of Labor and Training

Governor's Workforce Board

	FY 2023		FY 2024	
	FTE	Cost	FTE	Cost
Purchased Services				
Subtotal		7,356		7,430
Total Personnel	16.0	2,555,831	16.0	2,792,962
Distribution by Source of Funds				
Restricted Receipts	16.0	2,555,831	16.0	2,792,962
Total All Funds	16.0	2,555,831	16.0	2,792,962

Performance Measures

Department of Labor and Training

Governor's Workforce Board

Real Jobs Rhode Island Job Placements

The figures represent job placements through Real Jobs Partnerships.

	<i>Frequency: Annual</i>		<i>Reporting Period: Calendar Year</i>		
	2020	2021	2022	2023	2024
Target	3,634	8,067	5,750	4,500	4,800
Actual	2,231	4,689	2,957	--	--

Real Jobs Rhode Island Employer Engagement

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

	<i>Frequency: Annual</i>		<i>Reporting Period: Calendar Year</i>		
	2020	2021	2022	2023	2024
Target	324	324	913	1,000	1,200
Actual	916	1,956	1,538	--	--
