

**VOLUME I: GENERAL GOVERNMENT
AND QUASI-PUBLIC AGENCIES**

**DEPARTMENT OF LABOR AND
TRAINING**

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

	2022 Actuals	2023 Actuals	2024 Enacted Budget	2024 Revised Budget	2025 Recommended
Expenditures by Program					
Central Management	1,557,641	1,410,274	1,841,623	1,769,690	2,069,210
Workforce Development Services	17,589,605	23,319,775	27,842,289	35,209,897	24,945,883
Workforce Regulation and Safety	3,935,301	4,170,939	4,828,609	4,837,864	4,833,768
Income Support	727,621,241	522,984,966	439,035,244	501,018,538	526,895,968
Injured Workers Services	9,442,684	9,964,383	10,320,752	10,075,689	10,630,130
Labor Relations Board	450,878	545,463	553,932	555,589	541,797
Governor's Workforce Board	28,183,669	38,104,825	43,211,583	48,761,661	24,429,506
Total Expenditures	788,781,020	600,500,627	527,634,032	602,228,928	594,346,262
Expenditures by Object					
Salary and Benefits	51,051,342	48,576,926	55,868,828	51,665,054	53,589,517
Contract Professional Services	27,951,724	8,922,297	7,921,101	8,569,190	8,978,104
Operating Supplies and Expenses	13,535,714	13,869,022	16,229,101	14,855,938	12,613,282
Assistance and Grants	693,095,207	423,491,171	444,143,702	521,033,940	512,560,594
Subtotal: Operating	785,633,987	494,859,417	524,162,732	596,124,122	587,741,497
Capital Purchases and Equipment	232,160	442,371	196,300	104,806	104,765
Operating Transfers	2,914,872	105,198,840	3,275,000	6,000,000	6,500,000
Subtotal: Other	3,147,033	105,641,211	3,471,300	6,104,806	6,604,765
Total Expenditures	788,781,020	600,500,627	527,634,032	602,228,928	594,346,262
Expenditures by Source of Funds					
General Revenue	15,466,165	18,204,551	17,697,227	22,190,882	17,990,653
Federal Funds	379,125,188	150,859,897	74,703,378	74,768,385	42,711,594
Restricted Receipts	27,206,409	34,183,144	30,280,568	31,213,509	32,037,084
Other Funds	366,983,259	397,253,035	404,952,859	474,056,152	501,606,931
Total Expenditures	788,781,020	600,500,627	527,634,032	602,228,928	594,346,262
FTE Authorization	461.7	461.7	461.7	461.7	461.7

Personnel Agency Summary

Department of Labor and Training

	FY 2024		FY 2025	
	FTE	Cost	FTE	Cost
Classified	448.0	31,790,574	448.0	32,270,731
Unclassified	13.7	1,646,563	13.7	1,656,677
Subtotal	461.7	33,437,137	461.7	33,927,408
Overtime		175,000		530,808
Turnover		(3,002,134)		(2,653,526)
Total Salaries		30,610,003		31,804,690
Benefits				
Contract Stipends		0		5,636
FICA		2,326,675		2,392,933
Health Benefits		6,875,432		7,520,410
Payroll Accrual		177,742		181,509
Retiree Health		1,375,679		1,233,007
Retirement		9,097,352		9,215,193
Subtotal		19,852,880		20,548,688
Total Salaries and Benefits	461.7	50,462,883	461.7	52,353,378
Cost Per FTE Position		109,298		113,393
Statewide Benefit Assessment		1,202,171		1,236,139
Payroll Costs	461.7	51,665,054	461.7	53,589,517
Purchased Services				
Clerical and Temporary Services		118,395		93,948
Information Technology		2,873,560		3,206,591
Legal Services		80,721		255,012
Management & Consultant Services		395,167		395,392
Medical Services		1,953,185		1,972,477
Other Contracts		2,873,422		2,743,133
Training and Educational Services		194,740		195,502
University and College Services		80,000		116,049
Subtotal		8,569,190		8,978,104
Total Personnel	461.7	60,234,244	461.7	62,567,621
Distribution by Source of Funds				
General Revenue	86.6	5,530,569	86.6	5,704,615
Federal Funds	249.1	31,828,917	249.1	32,657,979
Restricted Receipts	55.5	12,363,376	55.5	13,155,687
Other Funds	70.5	10,511,382	70.5	11,049,340
Total All Funds	461.7	60,234,244	461.7	62,567,621

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	2022 Actuals	2023 Actuals	2024 Enacted Budget	2024 Revised Budget	2025 Recommended
Operations	1,557,641	1,410,274	1,841,623	1,769,690	2,069,210
Total Expenditures	1,557,641	1,410,274	1,841,623	1,769,690	2,069,210
Expenditures by Object					
Salary and Benefits	920,725	373,928	351,917	314,724	317,213
Contract Professional Services	5,879	27,200	10,000	10,000	10,000
Operating Supplies and Expenses	630,947	1,009,089	1,479,652	1,444,912	1,741,943
Assistance and Grants	31	0	4	4	4
Subtotal: Operating	1,557,581	1,410,217	1,841,573	1,769,640	2,069,160
Capital Purchases and Equipment	60	57	50	50	50
Subtotal: Other	60	57	50	50	50
Total Expenditures	1,557,641	1,410,274	1,841,623	1,769,690	2,069,210
Expenditures by Source of Funds					
General Revenue	1,194,264	1,051,339	1,465,751	1,466,107	1,763,445
Restricted Receipts	363,377	358,935	375,872	303,583	305,765
Total Expenditures	1,557,641	1,410,274	1,841,623	1,769,690	2,069,210

Personnel

Department of Labor and Training

Central Management

		FY 2024		FY 2025	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	0124 A	1.0	63,592	1.0	66,008
ADMINISTRATIVE OFFICER	0324 A	1.0	59,274	1.0	61,698
ADMINISTRATOR, FINANCIAL MANAGEMENT	0137 A	4.0	427,761	4.0	431,924
ADMINISTRATOR- OPERATIONS MANAGEMENT	0141 A	1.0	108,023	1.0	113,742
ASSISTANT ADMINISTRATIVE OFFICER	0321 A	1.0	64,576	1.0	64,576
ASSISTANT ADMINISTRATOR- FINANCIAL MANAGEMENT	0134 A	3.0	279,352	3.0	283,942
ASSISTANT ADMINISTRATOR REHABILITATION UNIT	0137 A	1.0	100,901	1.0	103,718
ASSISTANT ADMINISTRATOR STATE EQUAL OPPORTUNITY PROGRAM	0131 A	1.0	82,926	1.0	82,926
ASSISTANT CHIEF OF PLANNING	0137 A	1.0	94,821	1.0	94,821
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	0143 A	2.0	254,628	2.0	260,405
ASSISTANT DIRECTOR FOR BUSINESS AFFAIRS (DLT)	0139 A	1.0	116,527	1.0	116,527
ASSISTANT DIRECTOR FOR EMPLOYMENT & TRAINING SVS (DLT)	0139 A	1.0	119,281	1.0	124,820
BUSINESS MANAGEMENT OFFICER	0B26 A	1.0	82,660	1.0	85,537
CHIEF ECONOMIC AND POLICY ANALYST	0142 A	1.0	110,980	1.0	110,980
CHIEF FINANCIAL OFFICER II	0144 A	1.0	159,440	1.0	161,850
CHIEF IMPLEMENTATION AIDE	0128 A	2.0	146,447	2.0	147,408
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	0137 A	1.0	94,076	1.0	97,594
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	1.0	77,435	1.0	81,090
COORDINATOR- POLICE AND FIRE FUNDS	0324 A	1.0	70,838	1.0	70,838
DATA ANALYST I	0134 A	1.0	94,920	1.0	97,755
DATA ANALYST II	0138 A	1.0	107,285	1.0	107,285
DEPUTY DIRECTOR (DLT)	0144 A	1.0	139,255	1.0	139,255
DLT BUSINESS OFFICER	0321 A	2.0	108,716	2.0	111,466
EMPLOYMENT AND TRAINING ASSISTANT	0316 A	4.0	200,189	4.0	203,177
INTERNET COMMUNICATIONS SPECIALIST	0128 A	1.0	67,766	1.0	70,289
LABOR STANDARDS EXAMINER	0326 A	2.0	133,682	2.0	137,903
PRINCIPAL DLT BUSINESS OFFICER	0127 A	2.0	153,146	2.0	157,360
PRINCIPAL INFORMATION AND PUBLIC RELATIONS SPECIALIST	0126 A	1.0	63,844	1.0	66,759
PROGRAMMING SERVICES OFFICER	0131 A	3.0	273,659	3.0	273,659
SENIOR COMPUTER OPERATOR	0318 A	1.0	48,386	1.0	49,459
SENIOR DLT BUSINESS OFFICER	0324 A	4.0	267,020	4.0	270,072
SENIOR MANAGEMENT AND METHODS ANALYST	0325 A	1.0	58,863	1.0	60,660

Personnel

Department of Labor and Training

Central Management

		FY 2024		FY 2025	
		FTE	Cost	FTE	Cost
Classified					
SUPERVISING DLT BUSINESS OFFICER	0132 A	1.0	97,736	1.0	97,736
SUPERVISOR OF OFFICE SERVICES (DLT)	0131 A	1.0	87,068	1.0	87,068
Subtotal Classified		52.0	4,415,073	52.0	4,490,307
Unclassified					
DIRECTOR- DEPARTMENT OF LABOR AND TRAINING	0948KF	1.0	185,301	1.0	185,301
EXECUTIVE COUNSEL	0839 A	1.0	111,446	1.0	117,408
LEGAL COUNSEL (EMPLOYMENT SECURITY)	0889 F	5.1	565,594	5.1	565,594
Subtotal Unclassified		7.1	862,341	7.1	868,303
Subtotal		59.1	5,277,414	59.1	5,358,610
Transfer Out			(5,112,287)		(5,192,627)
Transfer In			21,356		21,356
Turnover			0		(315)
Total Salaries			186,483		187,024
Benefits					
FICA			14,252		14,332
Health Benefits			41,131		44,557
Payroll Accrual			1,093		1,093
Retiree Health			8,429		7,381
Retirement			55,970		55,424
Subtotal			120,875		122,787
Total Salaries and Benefits		59.1	307,358	59.1	309,811
Cost Per FTE Position			5,201		5,242
Statewide Benefit Assessment			7,366		7,402
Payroll Costs		59.1	314,724	59.1	317,213
Purchased Services					
Legal Services			10,000		10,000
Subtotal			10,000		10,000
Total Personnel		59.1	324,724	59.1	327,213
Distribution by Source of Funds					
General Revenue		55.6	100,097	55.6	100,353
Restricted Receipts		3.5	224,627	3.5	226,860
Total All Funds		59.1	324,724	59.1	327,213

Performance Measures

Department of Labor and Training

Central Management

Timely Response to APRA Requests

Under RIGL, DLT has 10 business days to respond to APRA requests starting the day after the receipt of the request and can request an additional 20 business days if necessary. The figures below represent the percent of APRA requests responded to within the time set by the legal requirements. [Note: This performance measure was established in FY 2024 and historical targets and actuals are not available.]

Frequency: Annual

Reporting Period: State Fiscal Year

	2021	2022	2023	2024	2025
Target	--	--	--	95%	95%
Actual	--	--	100%	--	--

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.

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	2022 Actuals	2023 Actuals	2024 Enacted Budget	2024 Revised Budget	2025 Recommended
Employment Services	3,644,160	2,398,036	2,952,687	2,688,991	2,718,602
Labor Market Information	833,991	916,757	807,565	521,315	526,907
Veteran Services	665,835	438,466	545,008	578,866	600,791
WIOA & Other Training Programs	12,445,620	19,566,517	23,537,029	31,420,725	21,099,583
Total Expenditures	17,589,605	23,319,775	27,842,289	35,209,897	24,945,883
Expenditures by Object					
Salary and Benefits	8,400,573	8,867,998	10,558,757	9,479,431	9,659,642
Contract Professional Services	775,188	803,962	568,719	900,163	904,477
Operating Supplies and Expenses	2,425,959	2,100,125	2,556,700	2,602,512	2,589,839
Assistance and Grants	5,877,609	11,127,476	14,083,153	22,167,875	11,732,009
Subtotal: Operating	17,479,329	22,899,561	27,767,329	35,149,981	24,885,967
Capital Purchases and Equipment	110,276	420,214	74,960	59,916	59,916
Subtotal: Other	110,276	420,214	74,960	59,916	59,916
Total Expenditures	17,589,605	23,319,775	27,842,289	35,209,897	24,945,883
Expenditures by Source of Funds					
General Revenue	322,870	1,178,946	1,107,295	1,435,807	1,109,430
Federal Funds	17,214,074	22,140,829	26,734,994	33,729,559	23,836,453
Other Funds	52,662	0	0	44,531	0
Total Expenditures	17,589,605	23,319,775	27,842,289	35,209,897	24,945,883

Personnel

Department of Labor and Training

Workforce Development Services

		FY 2024		FY 2025	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATOR- OPERATIONS MANAGEMENT	0141 A	2.0	261,375	2.0	267,100
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	0129 A	5.0	382,618	5.0	388,413
ASSISTANT DIRECTOR FOR PLANNING AND PROGRAM DEVEL (DLT)	0139 A	1.0	110,585	1.0	110,585
AUDITOR	0322 A	1.0	51,898	1.0	53,452
BUSINESS SERVICES SPECIALIST	0324 A	3.0	188,391	3.0	188,391
CHIEF OF INFORMATION AND PUBLIC RELATIONS	0129 A	1.0	80,533	1.0	80,533
CHIEF OF LABOR AND TRAINING OPERATIONS	0134 A	3.0	245,200	3.0	260,501
CHIEF OF RESEARCH AND ANALYSIS	0134 A	1.0	103,596	1.0	103,596
CHIEF PROGRAM DEVELOPMENT	0134 A	1.0	97,750	1.0	97,750
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	9.0	750,453	9.0	753,223
COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRAMS	0131 A	1.0	82,925	1.0	82,925
DATA ANALYST I	0134 A	2.0	187,534	2.0	190,846
DISABLED VETERANS JOB ASSISTANT	0324 A	2.0	112,260	2.0	115,837
EMPLOYMENT AND TRAINING MANAGER	0126 A	2.0	135,870	2.0	135,870
INVESTIGATIVE AUDITOR	0133 A	1.0	89,624	1.0	89,624
LABOR AND TRAINING ADMINISTRATOR	0138 A	2.0	252,292	2.0	253,770
LOCAL VETERANS EMPLOYMENT REPRESENTATIVE	0324 A	1.0	57,025	1.0	58,803
MILITARY EMPLOYMENT SPECIALIST	0325 A	3.0	171,330	3.0	177,342
MULTILINGUAL PRINCIPAL E&T INTERVIEWER	0325 A	11.0	611,735	11.0	646,715
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	0323 A	24.0	1,515,540	24.0	1,517,122
PRINCIPAL RESEARCH TECHNICIAN	0127 A	1.0	83,206	1.0	83,206
PROGRAMMING SERVICES OFFICER	0131 A	1.0	82,925	1.0	82,925
SENIOR EMPLOYMENT & TRAINING MONITORING & EVAL SPEC	0126 A	2.0	135,871	2.0	135,871
SENIOR RESEARCH TECHNICIAN	0323 A	3.0	189,275	3.0	192,020
Subtotal Classified		83.0	5,979,811	83.0	6,066,420
Subtotal		83.0	5,979,811	83.0	6,066,420
Transfer Out			(1,133,290)		(1,137,440)
Transfer In			1,562,262		1,588,884
Overtime			0		3,646
Turnover			(832,758)		(865,293)
Total Salaries			5,576,025		5,656,217

Personnel

Department of Labor and Training

Workforce Development Services

	FY 2024		FY 2025	
	FTE	Cost	FTE	Cost
Benefits				
Contract Stipends		0		(15)
FICA		426,333		432,309
Health Benefits		1,305,988		1,427,371
Payroll Accrual		32,562		32,780
Retiree Health		252,044		222,723
Retirement		1,666,224		1,664,942
Subtotal		3,683,151		3,780,110
Total Salaries and Benefits	83.0	9,259,176	83.0	9,436,327
Cost Per FTE Position		111,556		113,691
Statewide Benefit Assessment		220,255		223,315
Payroll Costs	83.0	9,479,431	83.0	9,659,642
Purchased Services				
Information Technology		165,481		166,155
Management & Consultant Services		372,671		372,671
Other Contracts		345,252		348,724
Training and Educational Services		16,759		16,927
Subtotal		900,163		904,477
Total Personnel	83.0	10,379,594	83.0	10,564,119
Distribution by Source of Funds				
General Revenue	0.0	183,546	0.0	184,629
Federal Funds	83.0	10,196,048	83.0	10,379,490
Total All Funds	83.0	10,379,594	83.0	10,564,119

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, pipe fitters, 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	2022 Actuals	2023 Actuals	2024 Enacted Budget	2024 Revised Budget	2025 Recommended
Labor Standards	1,112,473	1,210,325	1,556,214	1,561,075	1,707,258
Occupational Safety	892,467	844,350	878,117	875,073	892,970
Professional Regulations	1,930,361	2,116,265	2,394,278	2,401,716	2,233,540
Total Expenditures	3,935,301	4,170,939	4,828,609	4,837,864	4,833,768
Expenditures by Object					
Salary and Benefits	3,180,334	3,850,725	4,352,275	4,559,148	4,728,965
Contract Professional Services	7,631	16,115	5,239	5,902	5,239
Operating Supplies and Expenses	744,676	294,095	469,860	271,579	98,329
Assistance and Grants	411	0	169	169	169
Subtotal: Operating	3,933,051	4,160,935	4,827,543	4,836,798	4,832,702
Capital Purchases and Equipment	2,250	10,004	1,066	1,066	1,066
Subtotal: Other	2,250	10,004	1,066	1,066	1,066
Total Expenditures	3,935,301	4,170,939	4,828,609	4,837,864	4,833,768
Expenditures by Source of Funds					
General Revenue	3,935,301	4,170,939	4,828,609	4,837,864	4,833,768
Total Expenditures	3,935,301	4,170,939	4,828,609	4,837,864	4,833,768

Personnel

Department of Labor and Training

Workforce Regulation and Safety

		FY 2024		FY 2025	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATOR- OPERATIONS MANAGEMENT	0141 A	2.0	243,813	2.0	243,813
APPRENTICESHIP TRAINING COORDINATOR	0324 A	1.0	65,937	1.0	65,937
ASSISTANT ADMINISTRATOR DIVISION OF LABOR STANDARDS(DLT)	0332 A	1.0	86,255	1.0	89,168
ASSISTANT DIRECTOR DEPARTMENT OF LABOR AND TRAINING	0140 A	1.0	116,637	1.0	116,637
CHIEF BOILER AND PRESSURE VESSEL INSPECTOR	0330 A	1.0	78,786	1.0	78,786
CHIEF ELECTRICAL INVESTIGATOR (BD. OF EXAM. OF ELECT.)	0330 A	1.0	70,283	1.0	72,705
CHIEF ELEVATOR INSPECTOR	0330 A	1.0	86,665	1.0	86,665
CHIEF HAZARDOUS SUBSTANCE UNIT	0326 A	1.0	59,530	1.0	61,534
CHIEF IMPLEMENTATION AIDE	0128 A	1.0	73,703	1.0	73,703
CHIEF IMPLEMENTATION AIDE	0328 A	1.0	86,349	1.0	86,349
CHIEF LICENSING EXAMINER-DIVISION OF COMM LICEN & REGUL	0333 A	1.0	104,245	1.0	104,245
CHIEF MECHANICAL INVESTIGATOR (BD OF MECHANICAL EXAMINERS)	0330 A	1.0	82,725	1.0	82,725
CHIEF PLUMBING INVESTIGATOR (BD OF PLUMBING EXAMINERS)	0330 A	1.0	94,543	1.0	94,543
CLERK SECRETARY	0B16 A	1.0	48,925	1.0	50,282
EMPLOYMENT AND TRAINING ADMINISTRATOR	0135 A	1.0	87,209	1.0	90,448
IMPLEMENTATION AIDE	0322 A	2.0	115,119	2.0	116,581
INDUSTRIAL SAFETY SPECIALIST (OCCUPATIONAL SAFETY)	0322 A	1.0	61,245	1.0	61,245
INDUSTRIAL SAFETY TECHNICIAN (BOILER INSPECTION)	0322 A	1.0	71,019	1.0	71,019
INTERPRETING INTERVIEWER (SPANISH)	0319 A	1.0	53,695	1.0	55,353
LABOR STANDARDS EXAMINER	0326 A	5.0	343,796	5.0	349,826
SENIOR PREVAILING WAGE INVESTIGATOR	0328 A	1.0	65,812	1.0	70,641
SUPERVISOR APPRENTICESHIP TRAINING PROGRAMS	0331 A	1.0	86,016	1.0	89,023
Subtotal Classified		28.0	2,182,307	28.0	2,211,228
Unclassified					
CHIEF HOISTING ENGINEER INVESTIGATOR	0328 A	1.0	78,786	1.0	78,786
Subtotal Unclassified		1.0	78,786	1.0	78,786
Subtotal		29.0	2,261,093	29.0	2,290,014
Transfer Out			(133,941)		(137,532)
Transfer In			685,298		698,899
Turnover			(73,577)		(17,604)

Personnel

Department of Labor and Training

Workforce Regulation and Safety

	FY 2024		FY 2025	
	FTE	Cost	FTE	Cost
Total Salaries		2,738,873		2,833,777
Benefits				
FICA		209,385		218,031
Health Benefits		543,247		595,272
Payroll Accrual		16,003		16,537
Retiree Health		123,797		112,347
Retirement		819,659		840,372
Subtotal		1,712,091		1,782,559
Total Salaries and Benefits	29.0	4,450,964	29.0	4,616,336
Cost Per FTE Position		153,482		159,184
Statewide Benefit Assessment		108,184		112,629
Payroll Costs	29.0	4,559,148	29.0	4,728,965
Purchased Services				
Clerical and Temporary Services		663		0
Other Contracts		5,239		5,239
Subtotal		5,902		5,239
Total Personnel	29.0	4,565,050	29.0	4,734,204
Distribution by Source of Funds				
General Revenue	29.0	4,565,050	29.0	4,734,204
Total All Funds	29.0	4,565,050	29.0	4,734,204

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

Frequency: Annual

Reporting Period: Calendar Year

	2021	2022	2023	2024	2025
Target	45%	45%	45%	45%	50%
Actual	25%	53%	57%	--	--

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	2022 Actuals	2023 Actuals	2024 Enacted Budget	2024 Revised Budget	2025 Recommended
Employer Tax	3,441,089	3,716,283	5,029,306	2,164,872	2,234,112
Fire and Police	4,112,852	3,846,107	3,691,640	3,797,449	3,692,213
TDI	226,189,358	239,967,140	262,177,859	262,011,621	278,906,931
Unemployment Insurance	493,877,943	275,455,437	168,136,439	233,044,596	242,062,712
Total Expenditures	727,621,241	522,984,966	439,035,244	501,018,538	526,895,968
Expenditures by Object					
Salary and Benefits	31,423,433	27,760,909	32,245,251	28,796,448	30,270,932
Contract Professional Services	17,295,792	4,571,894	4,412,375	3,991,189	3,884,722
Operating Supplies and Expenses	5,314,842	4,350,797	7,331,763	6,449,263	4,055,735
Assistance and Grants	670,561,309	381,095,343	391,659,039	455,745,091	482,148,099
Subtotal: Operating	724,595,375	417,778,942	435,648,428	494,981,991	520,359,488
Capital Purchases and Equipment	110,993	7,185	111,816	36,547	36,480
Operating Transfers	2,914,872	105,198,840	3,275,000	6,000,000	6,500,000
Subtotal: Other	3,025,865	105,206,025	3,386,816	6,036,547	6,536,480
Total Expenditures	727,621,241	522,984,966	439,035,244	501,018,538	526,895,968
Expenditures by Source of Funds					
General Revenue	4,112,852	3,846,107	3,691,640	3,797,449	3,692,213
Federal Funds	354,824,309	119,113,511	27,968,384	20,644,384	18,875,141
Restricted Receipts	1,753,483	2,772,314	2,422,361	2,565,084	2,721,683
Other Funds	366,930,597	397,253,035	404,952,859	474,011,621	501,606,931
Total Expenditures	727,621,241	522,984,966	439,035,244	501,018,538	526,895,968

Personnel

Department of Labor and Training

Income Support

		FY 2024		FY 2025	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATOR- OPERATIONS MANAGEMENT	0141 A	2.0	248,201	2.0	259,709
ASSISTANT COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRMS	0129 A	4.0	286,501	4.0	294,047
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	0143 A	1.0	141,930	1.0	141,930
ASSISTANT DIRECTOR FOR TEMPORARY DISABILITY INSUR (DLT)	0139 A	1.0	128,922	1.0	130,400
ASSISTANT DIRECTOR FOR UNEMPLOYMENT INSURANCE (DLT)	0139 A	1.0	116,528	1.0	116,528
BENEFIT CLAIMS SPECIALIST	0323 A	55.0	3,317,030	55.0	3,370,581
CHIEF IMPLEMENTATION AIDE	0128 A	2.0	140,607	2.0	143,046
CHIEF OF LABOR AND TRAINING OPERATIONS	0134 A	4.0	370,915	4.0	377,099
CHIEF PROGRAM DEVELOPMENT	0134 A	1.0	111,081	1.0	111,081
CHIEF REVENUE AGENT	0138 A	1.0	108,914	1.0	112,650
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	2.0	171,492	2.0	174,142
EMPLOYMENT AND TRAINING ASSISTANT	0316 A	5.0	249,815	5.0	250,812
EMPLOYMENT AND TRAINING MANAGER	0126 A	13.0	909,331	13.0	914,626
EMPLOYMENT & TRAINING INTERVIEWER	0317 A	1.0	48,347	1.0	49,590
EMPLOYMENT & TRAINING INTERVIEWER & INTERPRETER (SPANIS	0320 A	16.0	826,307	16.0	842,595
EMPLOYMENT & TRAINING INTERVIEWER & INTERPR (PORTUGUESE	0320 A	2.0	107,051	2.0	108,781
FRAUD AND OVERPAYMENT INVESTIGATOR	0326 A	6.0	406,309	6.0	415,391
INTERNAL SECURITY OFFICER (DLT)	0128 A	6.0	403,642	6.0	420,580
INTERPRETER (SPANISH)	0316 A	3.0	148,162	3.0	149,436
LABOR AND TRAINING ADMINISTRATOR	0138 A	3.0	291,706	3.0	299,909
NURSING CARE EVALUATOR	0520 A	2.0	181,335	2.0	183,377
PRINCIPAL CLERK-TYPIST	0312 A	1.0	44,088	1.0	44,088
PRINCIPAL EMPLOYMENT AND TRAINING MANAGER	0130 A	4.0	318,041	4.0	326,762
PRINCIPAL TAX AUDITOR	0833 A	4.0	379,474	4.0	379,474
PROGRAMMING SERVICES OFFICER	0131 A	1.0	82,926	1.0	82,926
REFEREE - BOARD OF REVIEW	0137 A	5.0	581,392	5.0	586,654
REVENUE OFFICER SPECIAL INVESTIGATIONS	0327 A	4.0	287,530	4.0	296,661
SENIOR EMPLOYMENT AND TRAINING INTERVIEWER	0320 A	58.0	3,070,971	58.0	3,131,966
SENIOR EMPLOYMENT AND TRAINING MANAGER	0128 A	1.0	73,703	1.0	73,703
SENIOR EMPLOYMENT & TRAINING MONITORING & EVAL SPEC	0126 A	1.0	60,080	1.0	62,140
SENIOR REVENUE OFFICER	0324 A	1.0	58,781	1.0	60,911

Personnel

Department of Labor and Training

Income Support

		FY 2024		FY 2025	
		FTE	Cost	FTE	Cost
Classified					
SENIOR REVENUE POLICY ANALYST (DOR)	0323 A	1.0	63,650	1.0	63,650
SUPERVISING REVENUE OFFICER	0833 A	1.0	83,989	1.0	88,028
SUPERVISING TAX EXAMINER (DOA)	0328 A	7.0	522,673	7.0	529,022
TAX AIDE I	0318 A	3.0	146,393	3.0	148,543
TAX EXAMINER (DOA)	0324 A	2.0	118,847	2.0	120,660
TAXPAYER SERVICE SPECIALIST	0323 A	8.0	509,284	8.0	509,284
Subtotal Classified		233.0	15,115,948	233.0	15,370,782
Unclassified					
CHAIRPERSON MEMBER OF BOARD OF REVIEW (ES)	0837 A	1.0	115,976	1.0	116,397
CONFIDENTIAL SECRETARY	0818 A	1.0	63,908	1.0	63,908
LEGAL COUNSEL (BOARD OF REVIEW)	0889 F	1.0	108,768	1.0	108,768
LEGAL COUNSEL (EMPLOYMENT SECURITY)	0889 F	0.5	59,822	0.5	59,822
MEMBER- BOARD OF REVIEW (ES)	0810 F	0.1	33,105	0.1	33,105
Subtotal Unclassified		3.6	381,579	3.6	382,000
Subtotal		236.6	15,497,527	236.6	15,752,782
Transfer Out			(60,080)		(62,140)
Transfer In			3,401,893		3,443,742
Overtime			175,000		524,255
Turnover			(2,095,799)		(1,768,445)
Total Salaries			16,918,541		17,890,194
Benefits					
Contract Stipends			0		5,651
FICA			1,279,922		1,327,854
Health Benefits			4,075,203		4,461,870
Payroll Accrual			97,779		100,742
Retiree Health			756,823		684,240
Retirement			5,006,820		5,114,422
Subtotal			11,216,547		11,694,779
Total Salaries and Benefits		236.6	28,135,088	236.6	29,584,973
Cost Per FTE Position			118,914		125,042
Statewide Benefit Assessment			661,360		685,959
Payroll Costs		236.6	28,796,448	236.6	30,270,932
Purchased Services					
Clerical and Temporary Services			94,771		72,665

Personnel

Department of Labor and Training

Income Support

	FY 2024		FY 2025	
	FTE	Cost	FTE	Cost
Purchased Services				
Information Technology		1,858,116		1,636,922
Legal Services		20,721		195,012
Management & Consultant Services		22,496		22,721
Medical Services		24,038		24,038
Other Contracts		1,890,540		1,816,873
Training and Educational Services		507		442
University and College Services		80,000		116,049
Subtotal		3,991,189		3,884,722
Total Personnel	236.6	32,787,637	236.6	34,155,654
Distribution by Source of Funds				
General Revenue	0.0	141,652	0.0	143,632
Federal Funds	166.1	21,632,869	166.1	22,278,489
Restricted Receipts	0.0	501,734	0.0	684,193
Other Funds	70.5	10,511,382	70.5	11,049,340
Total All Funds	236.6	32,787,637	236.6	34,155,654

Performance Measures

Department of Labor and Training

Income Support

UI Call Center Wait Times

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

	<i>Reporting Period: State Fiscal Year</i>				
	2021	2022	2023	2024	2025
Target	20	30	30	30	30
Actual	53	53	41	--	--

Timeliness of UI Adjudication Decisions

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

	<i>Reporting Period: Calendar Year</i>				
	2021	2022	2023	2024	2025
Target	80%	80%	80%	80%	80%
Actual	48.2%	75.7%	70.5%	--	--

Timeliness of Unemployment Insurance Benefit Payments

The figures below represent the percent of initial UI claims for benefits paid within 14 days. The United States Department of Labor has set a target of 87 percent.

	<i>Reporting Period: Calendar Year</i>				
	2021	2022	2023	2024	2025
Target	87%	87%	87%	87%	87%
Actual	93.5%	86.4%	89.8%	--	--

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	2022 Actuals	2023 Actuals	2024 Enacted Budget	2024 Revised Budget	2025 Recommended
Education & Rehabilitation	4,648,756	5,237,851	5,575,753	5,319,039	5,367,449
Workers' Comp Compliance	4,793,928	4,726,532	4,744,999	4,756,650	5,262,681
Total Expenditures	9,442,684	9,964,383	10,320,752	10,075,689	10,630,130
Expenditures by Object					
Salary and Benefits	5,043,212	4,716,418	5,079,476	4,927,543	4,975,797
Contract Professional Services	2,717,511	2,811,264	2,859,026	2,957,864	3,464,920
Operating Supplies and Expenses	976,651	1,412,753	1,635,786	1,243,043	1,240,128
Assistance and Grants	701,517	1,019,549	742,611	944,567	946,587
Subtotal: Operating	9,438,891	9,959,985	10,316,899	10,073,017	10,627,432
Capital Purchases and Equipment	3,793	4,398	3,853	2,672	2,698
Subtotal: Other	3,793	4,398	3,853	2,672	2,698
Total Expenditures	9,442,684	9,964,383	10,320,752	10,075,689	10,630,130
Expenditures by Source of Funds					
Restricted Receipts	9,442,684	9,964,383	10,320,752	10,075,689	10,630,130
Total Expenditures	9,442,684	9,964,383	10,320,752	10,075,689	10,630,130

Personnel

Department of Labor and Training

Injured Workers Services

		FY 2024		FY 2025	
		FTE	Cost	FTE	Cost
Classified					
ASSISTANT ADMINISTRATIVE OFFICER	0321 A	1.0	65,923	1.0	65,923
ASSISTANT ADMINISTRATOR REHABILITATION UNIT	0137 A	1.0	94,325	1.0	97,859
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	0129 A	1.0	76,698	1.0	76,700
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (COTA)	0320 A	2.0	107,134	2.0	108,390
CHIEF ADMINISTRATOR DIVISION OF REHAB AND EDUC (DLT)	0140 A	1.0	142,371	1.0	142,371
CHIEF DATA OPERATIONS	0333 A	1.0	107,514	1.0	107,514
CHIEF INVESTIGATOR WORKERS COMPENSATION (FRAUD PRV UNT)	AB38 A	1.0	133,229	1.0	134,236
COMPENSATION CLAIMS ANALYST	0322 A	3.0	186,652	3.0	186,652
EDUCATION UNIT REPRESENTATIVE	0326 A	2.0	152,763	2.0	152,763
EMPLOYMENT AND TRAINING ASSISTANT	0316 A	2.0	98,451	2.0	98,999
IMPLEMENTATION AIDE	0322 A	1.0	65,187	1.0	65,187
INVESTIGATOR WORKERS COMPENSATION FRAUD PREV UNIT	AB30 A	5.0	432,834	5.0	432,834
MEDICAL ASSISTANT	0320 A	2.0	103,785	2.0	105,047
MEDICAL RECORDS TECHNICIAN	0320 A	2.0	103,834	2.0	105,093
PHYSICAL THERAPY ASSISTANT	0320 A	4.0	231,276	4.0	231,276
SENIOR WORD PROCESSING TYPIST	0312 A	1.0	46,292	1.0	46,292
UNIT CLAIMS MANAGER	0326 A	1.0	82,148	1.0	82,148
WORKERS' COMPENSATION PATIENT CARE COORDINATOR	0520 A	2.0	203,549	2.0	203,549
Subtotal Classified		33.0	2,433,965	33.0	2,442,833
Subtotal		33.0	2,433,965	33.0	2,442,833
Transfer Out			(21,356)		(21,356)
Transfer In			530,238		537,939
Overtime			0		2,134
Total Salaries			2,942,847		2,961,550
Benefits					
FICA			224,981		226,288
Health Benefits			616,339		668,162
Payroll Accrual			17,184		17,153
Retiree Health			133,015		116,600
Retirement			876,932		869,149
Subtotal			1,868,451		1,897,352

Personnel

Department of Labor and Training

Injured Workers Services

	FY 2024		FY 2025	
	FTE	Cost	FTE	Cost
Total Salaries and Benefits	33.0	4,811,298	33.0	4,858,902
Cost Per FTE Position		145,797		147,239
Statewide Benefit Assessment		116,245		116,895
Payroll Costs	33.0	4,927,543	33.0	4,975,797
Purchased Services				
Clerical and Temporary Services		12,883		12,971
Information Technology		670,782		1,222,541
Medical Services		1,929,147		1,948,439
Other Contracts		167,592		102,850
Training and Educational Services		177,460		178,119
Subtotal		2,957,864		3,464,920
Total Personnel	33.0	7,885,407	33.0	8,440,717
Distribution by Source of Funds				
Restricted Receipts	33.0	7,885,407	33.0	8,440,717
Total All Funds	33.0	7,885,407	33.0	8,440,717

Performance Measures

Department of Labor and Training

Injured Workers Services

Injured Workers That Completed Training

The figures below represent 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.

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	2021	2022	2023	2024	2025
Target	350	400	400	500	550
Actual	334	231	431	--	--

Injured Workers That Completed Treatment

The figures below represent 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.

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	2021	2022	2023	2024	2025
Target	250	300	300	300	300
Actual	202	222	254	--	--

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	2022 Actuals	2023 Actuals	2024 Enacted Budget	2024 Revised Budget	2025 Recommended
Labor Relations	450,878	545,463	553,932	555,589	541,797
Total Expenditures	450,878	545,463	553,932	555,589	541,797
Expenditures by Object					
Salary and Benefits	400,487	430,922	495,620	480,146	483,485
Contract Professional Services	63,861	54,243	58,312	60,078	58,312
Operating Supplies and Expenses	(13,526)	60,250	0	15,365	0
Assistance and Grants	4	0	0	0	0
Subtotal: Operating	450,826	545,415	553,932	555,589	541,797
Capital Purchases and Equipment	52	48	0	0	0
Subtotal: Other	52	48	0	0	0
Total Expenditures	450,878	545,463	553,932	555,589	541,797
Expenditures by Source of Funds					
General Revenue	450,878	545,463	553,932	555,589	541,797
Total Expenditures	450,878	545,463	553,932	555,589	541,797

Personnel

Department of Labor and Training

Labor Relations Board

		FY 2024		FY 2025	
		FTE	Cost	FTE	Cost
Classified					
PROGRAMMING SERVICES OFFICER	0131 A	1.0	99,087	1.0	99,087
Subtotal Classified		1.0	99,087	1.0	99,087
Unclassified					
ADMINISTRATOR LABOR RELATIONS BOARD	0833 A	1.0	103,411	1.0	107,143
CHAIRPERSON- LABOR RELATIONS BOARD	0953 F	0.0	17,429	0.0	17,429
LABOR RELATIONS BOARD MEMBER	0952 F	0.0	80,430	0.0	80,430
Subtotal Unclassified		1.0	201,270	1.0	205,002
Subtotal		2.0	300,357	2.0	304,089
Transfer In			15,232		15,477
Turnover			0		(1,869)
Total Salaries			315,589		317,697
Benefits					
FICA			24,131		24,439
Health Benefits			19,277		21,886
Payroll Accrual			1,833		1,848
Retiree Health			14,264		12,589
Retirement			92,590		92,408
Subtotal			152,095		153,170
Total Salaries and Benefits		2.0	467,684	2.0	470,867
Cost Per FTE Position			233,842		235,434
Statewide Benefit Assessment			12,462		12,618
Payroll Costs		2.0	480,146	2.0	483,485
Purchased Services					
Clerical and Temporary Services			10,078		8,312
Legal Services			50,000		50,000
Subtotal			60,078		58,312
Total Personnel		2.0	540,224	2.0	541,797
Distribution by Source of Funds					
General Revenue		2.0	540,224	2.0	541,797
Total All Funds		2.0	540,224	2.0	541,797

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	2022 Actuals	2023 Actuals	2024 Enacted Budget	2024 Revised Budget	2025 Recommended
Governor's Workforce Board Operations	28,183,669	38,104,825	43,211,583	48,761,661	24,429,506
Total Expenditures	28,183,669	38,104,825	43,211,583	48,761,661	24,429,506
Expenditures by Object					
Salary and Benefits	1,682,578	2,576,026	2,785,532	3,107,614	3,153,483
Contract Professional Services	7,085,863	637,619	7,430	643,994	650,434
Operating Supplies and Expenses	3,456,165	4,641,914	2,755,340	2,829,264	2,887,308
Assistance and Grants	15,954,326	30,248,803	37,658,726	42,176,234	17,733,726
Subtotal: Operating	28,178,933	38,104,361	43,207,028	48,757,106	24,424,951
Capital Purchases and Equipment	4,736	464	4,555	4,555	4,555
Subtotal: Other	4,736	464	4,555	4,555	4,555
Total Expenditures	28,183,669	38,104,825	43,211,583	48,761,661	24,429,506
Expenditures by Source of Funds					
General Revenue	5,450,000	7,411,757	6,050,000	10,098,066	6,050,000
Federal Funds	7,086,805	9,605,558	20,000,000	20,394,442	0
Restricted Receipts	15,646,864	21,087,511	17,161,583	18,269,153	18,379,506
Total Expenditures	28,183,669	38,104,825	43,211,583	48,761,661	24,429,506

Personnel

Department of Labor and Training

Governor's Workforce Board

		FY 2024		FY 2025	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	0124 A	1.0	62,865	1.0	62,865
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	0129 A	4.0	295,871	4.0	302,335
ASSISTANT DIRECTOR FOR PLANNING AND PROGRAM DEVEL (DLT)	0139 A	1.0	133,202	1.0	133,202
CHIEF OF LABOR AND TRAINING OPERATIONS	0134 A	3.0	274,798	3.0	279,288
CHIEF PROGRAM DEVELOPMENT	0134 A	1.0	87,670	1.0	92,312
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	3.0	245,621	3.0	248,776
DATA ANALYST I	0134 A	1.0	90,761	1.0	93,096
DATA ANALYST II	0138 A	1.0	102,681	1.0	107,285
LABOR AND TRAINING ADMINISTRATOR	0138 A	1.0	112,647	1.0	112,649
OFFICE MANAGER	0123 A	1.0	60,562	1.0	60,562
PROGRAMMING SERVICES OFFICER	0131 A	1.0	97,705	1.0	97,704
Subtotal Classified		18.0	1,564,383	18.0	1,590,074
Unclassified					
EXECUTIVE DIRECTOR GOVERNOR'S WORKFORCE BOARD	0839 A	1.0	122,587	1.0	122,586
Subtotal Unclassified		1.0	122,587	1.0	122,586
Subtotal		19.0	1,686,970	19.0	1,712,660
Transfer Out			(429,707)		(438,448)
Transfer In			674,382		683,246
Overtime			0		773
Total Salaries			1,931,645		1,958,231
Benefits					
FICA			147,671		149,680
Health Benefits			274,247		301,292
Payroll Accrual			11,288		11,356
Retiree Health			87,307		77,127
Retirement			579,157		578,476
Subtotal			1,099,670		1,117,931
Total Salaries and Benefits		19.0	3,031,315	19.0	3,076,162
Cost Per FTE Position			159,543		161,903
Statewide Benefit Assessment			76,299		77,321
Payroll Costs		19.0	3,107,614	19.0	3,153,483
Purchased Services					

Personnel

Department of Labor and Training

Governor's Workforce Board

	FY 2024		FY 2025	
	FTE	Cost	FTE	Cost
Purchased Services				
Information Technology		179,181		180,973
Other Contracts		464,799		469,447
Training and Educational Services		14		14
Subtotal		643,994		650,434
Total Personnel	19.0	3,751,608	19.0	3,803,917
Distribution by Source of Funds				
Restricted Receipts	19.0	3,751,608	19.0	3,803,917
Total All Funds	19.0	3,751,608	19.0	3,803,917

Performance Measures

Department of Labor and Training

Governor's Workforce Board

Real Jobs Rhode Island Job Placements

The figures below represent job placements through Real Jobs Partnerships. [Note: The program gives 90 days post-activity completion for participants to be placed and only counts job placements for participants in activities ending within each calendar year.]

	<i>Reporting Period: Calendar Year</i>				
	2021	2022	2023	2024	2025
Target	8,067	5,750	4,500	3,000	3,000
Actual	4,689	3,370	2,300	--	--

Real Jobs Rhode Island Employer Engagement

The figures below represent the number of employers participating in Real Jobs Partnerships. [Note: An employer is considered to be participating if they have placed a Real Jobs Rhode Island jobseeker within the calendar year.]

	<i>Reporting Period: Calendar Year</i>				
	2021	2022	2023	2024	2025
Target	324	913	1,000	1,200	1,200
Actual	1,956	1,719	1,402	--	--
