

**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

	2023 Actuals	2024 Actuals	2025 Enacted Budget	2025 Revised Budget	2026 Recommended
Expenditures by Program					
Central Management	1,410,274	1,819,346	1,869,210	2,032,747	2,150,384
Workforce Development Services	23,319,775	25,969,384	24,945,883	27,991,705	20,191,387
Workforce Regulation and Safety	4,170,939	4,814,439	4,833,768	5,020,106	5,347,291
Income Support	522,984,966	490,612,434	526,895,968	544,203,198	567,884,196
Injured Workers Services	9,964,383	9,822,667	10,630,130	10,990,768	11,233,092
Labor Relations Board	545,463	591,685	541,797	558,087	556,737
Governor's Workforce Board	38,104,825	34,999,760	24,354,506	36,730,150	29,654,596
Total Expenditures	600,500,627	568,629,715	594,071,262	627,526,761	637,017,683
Expenditures by Object					
Salary and Benefits	48,576,926	49,204,603	53,589,517	54,985,486	58,082,481
Contract Professional Services	8,922,297	6,890,718	8,978,104	9,135,399	8,813,634
Operating Supplies and Expenses	13,869,022	14,166,510	12,413,282	19,142,648	14,230,883
Assistance and Grants	423,491,171	491,540,030	512,485,594	537,484,578	549,278,430
Subtotal: Operating	494,859,417	561,801,860	587,466,497	620,748,111	630,405,428
Capital Purchases and Equipment	442,371	55,688	104,765	278,650	112,255
Operating Transfers	105,198,840	6,772,167	6,500,000	6,500,000	6,500,000
Subtotal: Other	105,641,211	6,827,855	6,604,765	6,778,650	6,612,255
Total Expenditures	600,500,627	568,629,715	594,071,262	627,526,761	637,017,683
Expenditures by Source of Funds					
General Revenue	18,204,551	18,297,855	17,790,653	20,448,193	20,379,242
Federal Funds	150,859,898	56,883,268	42,711,594	58,967,295	41,996,527
Restricted Receipts	34,183,144	28,605,335	31,962,084	38,377,324	37,961,768
Other Funds	397,253,035	464,843,257	501,606,931	509,733,949	536,680,146
Total Expenditures	600,500,627	568,629,715	594,071,262	627,526,761	637,017,683
FTE Authorization	461.7	461.7	461.7	461.7	461.7

Personnel Agency Summary

Department of Labor and Training

	FY 2025		FY 2026	
	FTE	Cost	FTE	Cost
Classified	448.2	33,384,752	448.2	35,056,858
Unclassified	13.5	1,919,229	13.5	1,937,115
Subtotal	461.7	35,303,981	461.7	36,993,973
Overtime		393,449		452,140
Turnover		(3,274,452)		(3,109,224)
Total Salaries		32,422,978		34,336,889
Benefits				
Contract Stipends		0		1,061
FICA		2,435,133		2,577,408
Health Benefits		7,664,621		8,159,797
Payroll Accrual		186,239		196,318
Retiree Health		1,260,474		1,099,012
Retirement		10,092,370		10,734,531
Subtotal		21,638,837		22,768,127
Total Salaries and Benefits	461.7	54,061,815	461.7	57,105,016
Cost Per FTE Position		117,093		123,684
Statewide Benefit Assessment		923,671		977,465
Payroll Costs	461.7	54,985,486	461.7	58,082,481
Purchased Services				
Buildings and Ground Maintenance		29,848		29,848
Clerical and Temporary Services		87,729		97,522
Information Technology		3,044,434		2,664,254
Legal Services		260,000		260,045
Management & Consultant Services		507,237		399,346
Medical Services		2,192,203		2,324,320
Other Contracts		2,830,311		2,852,906
Training and Educational Services		67,588		68,184
University and College Services		116,049		117,209
Subtotal		9,135,399		8,813,634
Total Personnel	461.7	64,120,885	461.7	66,896,115
Distribution by Source of Funds				
General Revenue	91.0	5,959,768	91.0	6,379,163
Federal Funds	228.2	33,561,844	228.2	34,669,550
Restricted Receipts	53.5	13,624,845	53.5	14,205,555
Other Funds	89.0	10,974,428	89.0	11,641,847
Total All Funds	461.7	64,120,885	461.7	66,896,115

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 ce 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	2023 Actuals	2024 Actuals	2025 Enacted Budget	2025 Revised Budget	2026 Recommended
Operations	1,410,274	1,819,346	1,869,210	2,032,747	2,150,384
Total Expenditures	1,410,274	1,819,346	1,869,210	2,032,747	2,150,384
Expenditures by Object					
Salary and Benefits	373,928	370,367	317,213	458,378	476,415
Contract Professional Services	27,200	10,452	10,000	10,000	10,000
Operating Supplies and Expenses	1,009,089	1,438,470	1,541,943	1,564,315	1,663,915
Assistance and Grants	0	0	4	4	4
Subtotal: Operating	1,410,217	1,819,290	1,869,160	2,032,697	2,150,334
Capital Purchases and Equipment	57	56	50	50	50
Subtotal: Other	57	56	50	50	50
Total Expenditures	1,410,274	1,819,346	1,869,210	2,032,747	2,150,384
Expenditures by Source of Funds					
General Revenue	1,051,339	1,459,371	1,563,445	1,556,417	1,661,890
Restricted Receipts	358,935	359,975	305,765	476,330	488,494
Total Expenditures	1,410,274	1,819,346	1,869,210	2,032,747	2,150,384

Personnel

Department of Labor and Training

Central Management

		FY 2025		FY 2026	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE AND LEGAL SUPPORT SERVICES ADMINISTRATOR	0841 A	1.0	128,717	1.0	133,864
ADMINISTRATIVE OFFICER	0124 A	1.0	69,306	1.0	72,080
ADMINISTRATOR, FINANCIAL MANAGEMENT	0137 A	4.0	437,050	4.0	458,834
ADMINISTRATOR- OPERATIONS MANAGEMENT	0141 A	1.0	110,585	1.0	115,008
ASSISTANT ADMINISTRATIVE OFFICER	0321 A	1.0	67,798	1.0	70,511
ASSISTANT ADMINISTRATOR- FINANCIAL MANAGEMENT	0134 A	4.0	397,871	4.0	416,211
ASSISTANT ADMINISTRATOR STATE EQUAL OPPORTUNITY PROGRAM	0131 A	1.0	87,072	1.0	90,553
ASSISTANT CHIEF OF PLANNING	0137 A	1.0	106,960	1.0	113,262
ASSISTANT DIRECTOR FINANCIAL AND CONTRACT MANAGEMENT	0141 A	1.0	140,765	1.0	146,161
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	0143 A	2.0	265,506	2.0	282,301
ASSISTANT DIRECTOR FOR EMPLOYMENT & TRAINING SVS (DLT)	0139 A	1.0	130,922	1.0	136,044
BUSINESS MANAGEMENT OFFICER	0B26 A	1.0	76,739	1.0	79,809
CHIEF FINANCIAL OFFICER II	0144 A	1.0	169,849	1.0	176,576
CHIEF IMPLEMENTATION AIDE	0128 A	2.0	154,777	2.0	160,969
CHIEF PROGRAM DEVELOPMENT	0134 A	1.0	86,603	1.0	93,364
CHIEF PUBLIC AFFAIRS OFFICER (DLT)	0137 A	1.0	102,524	1.0	112,162
COORDINATOR- POLICE AND FIRE FUNDS	0324 A	1.0	74,291	1.0	77,193
DLT BUSINESS OFFICER	0321 A	4.0	209,692	4.0	218,084
EMPLOYMENT AND TRAINING ASSISTANT	0316 A	4.0	210,278	4.0	219,546
INTERNET COMMUNICATIONS SPECIALIST	0128 A	1.0	73,841	1.0	80,485
LABOR AND TRAINING ADMINISTRATOR	0138 A	1.0	99,319	1.0	103,292
PRINCIPAL DLT BUSINESS OFFICER	0127 A	2.0	165,652	2.0	172,192
PRINCIPAL INFORMATION AND PUBLIC RELATIONS SPECIALIST	0126 A	1.0	70,142	1.0	74,184
PROGRAMMING SERVICES OFFICER	0131 A	3.0	287,337	3.0	298,827
SENIOR COMPUTER OPERATOR	0318 A	1.0	53,709	1.0	55,927
SENIOR DLT BUSINESS OFFICER	0321 A	1.0	58,958	1.0	61,316
SENIOR DLT BUSINESS OFFICER	0324 A	4.0	263,252	4.0	279,749
SENIOR MANAGEMENT AND METHODS ANALYST	0325 A	1.0	63,703	1.0	68,513
SUPERVISING DLT BUSINESS OFFICER	0132 A	1.0	102,472	1.0	106,454
SUPERVISOR OF OFFICE SERVICES (DLT)	0131 A	1.0	91,428	1.0	95,080
Subtotal Classified		50.0	4,357,118	50.0	4,568,551
Unclassified					

Personnel

Department of Labor and Training

Central Management

		FY 2025		FY 2026	
		FTE	Cost	FTE	Cost
Unclassified					
CHIEF HOISTING ENGINEER INVESTIGATOR	0328 A	1.0	76,739	1.0	79,809
DIRECTOR- DEPARTMENT OF LABOR AND TRAINING	0948KF	1.0	190,863	1.0	190,863
EXECUTIVE DIRECTOR	0847 A	1.0	150,701	1.0	162,919
LEGAL COUNSEL (EMPLOYMENT SECURITY)	0889 F	5.5	799,715	5.5	818,216
Subtotal Unclassified		8.5	1,218,018	8.5	1,251,807
Subtotal		58.5	5,575,136	58.5	5,820,358
Transfer Out			(5,318,387)		(5,553,231)
Transfer In			15,750		16,389
Total Salaries			272,499		283,516
Benefits					
FICA			20,841		21,678
Health Benefits			58,285		61,663
Payroll Accrual			1,594		1,654
Retiree Health			10,737		9,212
Retirement			86,516		90,470
Subtotal			177,973		184,677
Total Salaries and Benefits		58.5	450,472	58.5	468,193
Cost Per FTE Position			7,700		8,003
Statewide Benefit Assessment			7,906		8,222
Payroll Costs		58.5	458,378	58.5	476,415
Purchased Services					
Legal Services			10,000		10,000
Subtotal			10,000		10,000
Total Personnel		58.5	468,378	58.5	486,415
Distribution by Source of Funds					
General Revenue		58.0	69,517	58.0	71,931
Restricted Receipts		0.5	398,861	0.5	414,484
Total All Funds		58.5	468,378	58.5	486,415

Performance Measures

Department of Labor and Training

Central Management

Timely Response to APRA Requests

Under RIGL, DLT has 10 business days to respond to Access to Public Records Act (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.]

	<i>Reporting Period: State Fiscal Year</i>				
<i>Frequency: Annual</i>	2022	2023	2024	2025	2026
Target	--	--	95%	95%	100%
Actual	--	100%	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	2023 Actuals	2024 Actuals	2025 Enacted Budget	2025 Revised Budget	2026 Recommended
Employment Services	2,398,036	2,131,398	2,718,602	3,357,464	2,901,950
Labor Market Information	916,757	798,227	526,907	811,655	887,831
Veteran Services	438,466	502,054	600,791	670,078	753,823
WIOA & Other Training Programs	19,566,517	22,537,706	21,099,583	23,152,508	15,647,783
Total Expenditures	23,319,775	25,969,384	24,945,883	27,991,705	20,191,387
Expenditures by Object					
Salary and Benefits	8,867,998	8,748,457	9,659,642	9,615,955	10,139,332
Contract Professional Services	803,962	729,735	904,477	1,012,128	808,289
Operating Supplies and Expenses	2,100,125	2,365,174	2,589,839	3,398,387	1,828,853
Assistance and Grants	11,127,476	14,104,388	11,732,009	13,758,813	7,348,837
Subtotal: Operating	22,899,561	25,947,755	24,885,967	27,785,283	20,125,311
Capital Purchases and Equipment	420,214	21,630	59,916	206,422	66,076
Subtotal: Other	420,214	21,630	59,916	206,422	66,076
Total Expenditures	23,319,775	25,969,384	24,945,883	27,991,705	20,191,387
Expenditures by Source of Funds					
General Revenue	1,178,946	1,435,123	1,109,430	1,114,606	1,078,758
Federal Funds	22,140,829	24,534,262	23,836,453	26,832,568	19,112,629
Other Funds	0	0	0	44,531	0
Total Expenditures	23,319,775	25,969,384	24,945,883	27,991,705	20,191,387

Personnel

Department of Labor and Training

Workforce Development Services

		FY 2025		FY 2026	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATOR- OPERATIONS MANAGEMENT	0141 A	2.0	280,501	2.0	294,501
ASSISTANT COORDINATOR OF EMPLOYMENT AND TRAINING PROGS	0129 A	5.0	391,742	5.0	415,421
ASSISTANT DIRECTOR FOR PLANNING AND PROGRAM DEVEL (DLT)	0139 A	1.0	122,355	1.0	127,250
AUDITOR	0122 A	1.0	56,191	1.0	59,993
BUSINESS SERVICES SPECIALIST	0324 A	3.0	191,081	3.0	200,656
CHIEF OF LABOR AND TRAINING OPERATIONS	0134 A	3.0	275,378	3.0	300,769
CHIEF OF RESEARCH AND ANALYSIS	0134 A	1.0	108,717	1.0	113,018
CHIEF PROGRAM DEVELOPMENT	0134 A	1.0	102,639	1.0	106,744
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	10.0	871,113	10.0	921,916
DATA ANALYST I	0134 A	2.0	200,390	2.0	208,405
DISABLED VETERANS JOB ASSISTANT	0324 A	2.0	117,483	2.0	126,062
EMPLOYMENT AND TRAINING MANAGER	0126 A	1.0	71,332	1.0	74,185
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	0324 A	1.0	68,385	1.0	71,022
INVESTIGATIVE AUDITOR	0133 A	1.0	94,106	1.0	97,870
LABOR AND TRAINING ADMINISTRATOR	0138 A	2.0	266,375	2.0	276,963
LOCAL VETERANS EMPLOYMENT REPRESENTATIVE	0324 A	1.0	59,064	1.0	63,360
MILITARY EMPLOYMENT SPECIALIST	0325 A	1.0	29,639	1.0	61,650
MULTILINGUAL PRINCIPAL E&T INTERVIEWER	0325 A	5.0	321,705	5.0	340,443
PRINCIPAL EMPLOYMENT AND TRAINING INTERVIEWER	0324 A	17.0	1,183,492	17.0	1,230,758
PRINCIPAL RESEARCH TECHNICIAN	0127 A	2.0	154,971	2.0	163,615
PROGRAMMING SERVICES OFFICER	0131 A	1.0	87,073	1.0	90,555
REVENUE OFFICER SPECIAL INVESTIGATIONS	0327 A	2.0	168,707	2.0	175,277
SENIOR EMPLOYMENT & TRAINING MONITORING & EVAL SPEC	0126 A	3.0	207,941	3.0	218,503
SENIOR RESEARCH TECHNICIAN	0323 A	3.0	195,570	3.0	205,029
TAX SPECIALIST I (DLT)	0320 A	1.0	52,572	1.0	55,991
Subtotal Classified		72.0	5,678,522	72.0	5,999,956
Subtotal		72.0	5,678,522	72.0	5,999,956
Transfer Out			(1,397,673)		(1,469,965)
Transfer In			1,491,206		1,563,775
Overtime			2,462		2,586
Total Salaries			5,774,517		6,096,352

Personnel

Department of Labor and Training

Workforce Development Services

	FY 2025		FY 2026	
	FTE	Cost	FTE	Cost
Benefits				
FICA		441,340		465,998
Health Benefits		1,141,338		1,224,802
Payroll Accrual		33,728		35,464
Retiree Health		229,233		199,872
Retirement		1,828,417		1,940,149
Subtotal		3,674,056		3,866,285
Total Salaries and Benefits	72.0	9,448,573	72.0	9,962,637
Cost Per FTE Position		131,230		138,370
Statewide Benefit Assessment		167,382		176,695
Payroll Costs	72.0	9,615,955	72.0	10,139,332
Purchased Services				
Information Technology		168,812		69,500
Management & Consultant Services		484,516		376,398
Other Contracts		358,488		362,076
Training and Educational Services		312		315
Subtotal		1,012,128		808,289
Total Personnel	72.0	10,628,083	72.0	10,947,621
Distribution by Source of Funds				
General Revenue	0.0	144,608	0.0	155,009
Federal Funds	72.0	10,483,475	72.0	10,792,612
Total All Funds	72.0	10,628,083	72.0	10,947,621

Performance Measures

Department of Labor and Training

Workforce Development Services

Dislocated Worker Employment Second Quarter After Program Exit

The figures below represent the percent of participants who are in unsubsidized employment during the second quarter after exit from the program. [Note: This measure is originally reported on the federal program year and was offset by a year to align with the state fiscal year.]

	<i>Reporting Period: State Fiscal Year</i>				
<i>Frequency: Annual</i>	2022	2023	2024	2025	2026
Target	82.5%	83.0%	83.0%	86.0%	86.5%
Actual	80.3%	88.0%	78.8%	--	--

Dislocated Worker Employment Fourth Quarter After Program Exit

The figures below represent the percent of participants who are in unsubsidized employment during the fourth quarter after exit from the program. [Note: This measure is originally reported on the federal program year and was offset by a year to align with the state fiscal year.]

	<i>Reporting Period: State Fiscal Year</i>				
<i>Frequency: Annual</i>	2022	2023	2024	2025	2026
Target	83.0%	83.5%	83.5%	84.5%	85.5%
Actual	76.1%	88.2%	87.5%	--	--

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	2023 Actuals	2024 Actuals	2025 Enacted Budget	2025 Revised Budget	2026 Recommended
Labor Standards	1,210,325	1,552,408	1,707,258	1,770,018	1,878,573
Occupational Safety	844,350	871,352	892,970	929,321	984,650
Professional Regulations	2,116,265	2,390,680	2,233,540	2,320,767	2,484,068
Total Expenditures	4,170,939	4,814,439	4,833,768	5,020,106	5,347,291
Expenditures by Object					
Salary and Benefits	3,850,725	4,382,872	4,728,965	5,038,017	5,467,554
Contract Professional Services	16,115	44,086	5,239	11,292	11,313
Operating Supplies and Expenses	294,095	386,718	98,329	(30,101)	(132,483)
Assistance and Grants	0	0	169	102	103
Subtotal: Operating	4,160,935	4,813,676	4,832,702	5,019,310	5,346,487
Capital Purchases and Equipment	10,004	763	1,066	796	804
Subtotal: Other	10,004	763	1,066	796	804
Total Expenditures	4,170,939	4,814,439	4,833,768	5,020,106	5,347,291
Expenditures by Source of Funds					
General Revenue	4,170,939	4,814,439	4,833,768	5,020,106	5,347,291
Total Expenditures	4,170,939	4,814,439	4,833,768	5,020,106	5,347,291

Personnel

Department of Labor and Training

Workforce Regulation and Safety

		FY 2025		FY 2026	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	0324 A	2.0	134,057	2.0	140,577
ADMINISTRATOR- OPERATIONS MANAGEMENT	0889 F	1.0	124,911	1.0	129,709
APPRENTICESHIP TRAINING COORDINATOR	0324 A	1.0	61,490	1.0	65,991
ASSISTANT ADMINISTRATOR DIVISION OF LABOR STANDARDS(DLT	0332 A	1.0	93,626	1.0	97,372
ASSISTANT DIRECTOR DEPARTMENT OF LABOR AND TRAINING	0140 A	1.0	122,470	1.0	127,367
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	0143 A	1.0	130,248	1.0	141,630
CHIEF BOILER AND PRESSURE VESSEL INSPECTOR	0330 A	1.0	82,725	1.0	86,034
CHIEF DATA OPERATIONS	0333 A	1.0	92,024	1.0	95,638
CHIEF ELECTRICAL INVESTIGATOR (BD. OF EXAM. OF ELECT.)	0330 A	1.0	79,168	1.0	86,034
CHIEF ELEVATOR INSPECTOR	0330 A	1.0	90,998	1.0	94,637
CHIEF HAZARDOUS SUBSTANCE UNIT	0326 A	1.0	69,318	1.0	74,610
CHIEF IMPLEMENTATION AIDE	0128 A	1.0	77,388	1.0	80,484
CHIEF LICENSING EXAMINER-DIVISION OF COMM LICEN & REGUL	0333 A	1.0	109,317	1.0	113,578
CHIEF MECHANICAL INVESTIGATOR (BD OF MECHANICAL EXAMINERS)	0330 A	1.0	86,861	1.0	90,336
CHIEF PLUMBING INVESTIGATOR (BD OF PLUMBING EXAMINERS)	0330 A	2.0	179,116	2.0	188,528
CLERK SECRETARY	0B16 A	1.0	49,694	1.0	52,794
EMPLOYMENT AND TRAINING ADMINISTRATOR	0135 A	1.0	95,014	1.0	103,582
IMPLEMENTATION AIDE	0322 A	3.0	167,535	3.0	179,101
LABOR STANDARDS EXAMINER	0326 A	5.0	363,749	5.0	387,046
SENIOR PREVAILING WAGE INVESTIGATOR	0328 A	2.0	150,921	2.0	159,596
SUPERVISING ADMINISTRATOR- DIV OF PROFESSIONAL REGULATN	0330 A	1.0	97,676	1.0	101,564
SUPERVISOR APPRENTICESHIP TRAINING PROGRAMS	0331 A	1.0	92,678	1.0	99,761
Subtotal Classified		31.0	2,550,984	31.0	2,695,969
Subtotal		31.0	2,550,984	31.0	2,695,969
Transfer In			585,067		606,434
Turnover			(98,304)		0
Total Salaries			3,037,747		3,302,403

Personnel

Department of Labor and Training

Workforce Regulation and Safety

	FY 2025		FY 2026	
	FTE	Cost	FTE	Cost
Benefits				
FICA		232,251		252,541
Health Benefits		580,557		639,185
Payroll Accrual		17,761		19,243
Retiree Health		119,684		107,330
Retirement		961,920		1,051,087
Subtotal		1,912,173		2,069,386
Total Salaries and Benefits	31.0	4,949,920	31.0	5,371,789
Cost Per FTE Position		159,675		173,284
Statewide Benefit Assessment		88,097		95,765
Payroll Costs	31.0	5,038,017	31.0	5,467,554
Purchased Services				
Clerical and Temporary Services		3,867		3,867
Other Contracts		7,425		7,446
Subtotal		11,292		11,313
Total Personnel	31.0	5,049,309	31.0	5,478,867
Distribution by Source of Funds				
General Revenue	31.0	5,049,309	31.0	5,478,867
Total All Funds	31.0	5,049,309	31.0	5,478,867

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 the date of assignment to an examiner.

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	2022	2023	2024	2025	2026
Target	45%	45%	45%	50%	55%
Actual	53%	57%	58%	--	--

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	2023 Actuals	2024 Actuals	2025 Enacted Budget	2025 Revised Budget	2026 Recommended
Employer Tax	3,716,283	3,043,556	2,234,112	4,582,629	5,454,781
Fire and Police	3,846,107	3,824,169	3,692,213	3,697,249	3,684,566
TDI	239,967,140	261,268,934	278,906,931	278,739,418	287,480,146
Unemployment Insurance	275,455,437	222,475,775	242,062,712	257,183,902	271,264,703
Total Expenditures	522,984,966	490,612,434	526,895,968	544,203,198	567,884,196
Expenditures by Object					
Salary and Benefits	27,760,909	27,529,378	30,270,932	30,922,258	32,704,187
Contract Professional Services	4,571,894	2,893,082	3,884,722	4,024,553	3,743,723
Operating Supplies and Expenses	4,350,797	6,044,062	4,055,735	9,887,728	6,281,378
Assistance and Grants	381,095,343	447,353,063	482,148,099	492,859,566	518,619,301
Subtotal: Operating	417,778,942	483,819,585	520,359,488	537,694,105	561,348,589
Capital Purchases and Equipment	7,185	20,682	36,480	9,093	35,607
Operating Transfers	105,198,840	6,772,167	6,500,000	6,500,000	6,500,000
Subtotal: Other	105,206,025	6,792,849	6,536,480	6,509,093	6,535,607
Total Expenditures	522,984,966	490,612,434	526,895,968	544,203,198	567,884,196
Expenditures by Source of Funds					
General Revenue	3,846,107	3,824,169	3,692,213	3,947,249	3,684,566
Federal Funds	119,113,511	17,897,620	18,875,141	26,191,671	22,883,898
Restricted Receipts	2,772,314	4,047,388	2,721,683	4,374,860	4,635,586
Other Funds	397,253,035	464,843,257	501,606,931	509,689,418	536,680,146
Total Expenditures	522,984,966	490,612,434	526,895,968	544,203,198	567,884,196

Personnel

Department of Labor and Training

Income Support

		FY 2025		FY 2026	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATOR- OPERATIONS MANAGEMENT	0141 A	4.0	582,393	4.0	605,248
ASSISTANT COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRMS	0129 A	2.0	165,001	2.0	175,886
ASSISTANT COORDINATOR TAX (DLT)	0329 A	1.0	77,994	1.0	84,515
ASSISTANT DIRECTOR FOR ADMINISTRATIVE SERVICES	0143 A	1.0	157,105	1.0	169,062
BENEFIT CLAIMS SPECIALIST	0323 A	58.0	3,655,454	58.0	3,831,630
CHIEF IMPLEMENTATION AIDE	0128 A	2.0	153,906	2.0	163,572
CHIEF OF LABOR AND TRAINING OPERATIONS	0134 A	3.0	285,445	3.0	305,392
CHIEF PROGRAM DEVELOPMENT	0134 A	1.0	116,551	1.0	121,145
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	2.0	182,850	2.0	190,164
COORDINATOR OF UNEMPLOYMENT INSURANCE PROGRAMS	0131 A	1.0	79,692	1.0	85,228
EMPLOYMENT AND TRAINING ASSISTANT	0316 A	4.0	204,173	4.0	212,285
EMPLOYMENT AND TRAINING MANAGER	0126 A	14.0	1,031,563	14.0	1,072,721
EMPLOYMENT & TRAINING INTERVIEWER & INTERPRETER (SPANIS	0320 A	22.0	1,167,439	22.0	1,225,638
EMPLOYMENT & TRAINING INTERVIEWER & INTERPR (PORTUGUESE	0320 A	4.0	216,322	4.0	224,974
FRAUD AND OVERPAYMENT INVESTIGATOR	0326 A	6.0	436,193	6.0	466,041
INTERNAL SECURITY OFFICER (DLT)	0128 A	6.0	427,447	6.0	460,922
INTERPRETER (SPANISH)	0316 A	2.0	106,484	2.0	110,742
JOB CLASS NAME NEEDED	0139 A	1.0	116,528	1.0	121,189
LABOR AND TRAINING ADMINISTRATOR	0138 A	2.0	216,184	2.0	229,099
NURSING CARE EVALUATOR I	0520 A	2.0	206,216	2.0	210,434
PRINCIPAL CLERK-TYPIST	0312 A	1.0	46,292	1.0	48,144
PRINCIPAL EMPLOYMENT AND TRAINING MANAGER	0130 A	4.0	319,552	4.0	332,335
PRINCIPAL TAX AUDITOR	0833 A	4.0	407,598	4.0	423,258
PROGRAMMING SERVICES OFFICER	0131 A	1.0	87,072	1.0	90,554
REFEREE - BOARD OF REVIEW	0137 A	5.0	610,476	5.0	634,326
REVENUE OFFICER SPECIAL INVESTIGATIONS	0327 A	2.0	149,753	2.0	157,010
SENIOR EMPLOYMENT AND TRAINING INTERVIEWER	0320 A	64.2	3,559,116	64.2	3,719,992
SENIOR EMPLOYMENT AND TRAINING MANAGER	0128 A	1.0	77,388	1.0	80,484
SENIOR REVENUE POLICY ANALYST (DOR)	0323 A	1.0	66,831	1.0	69,505
SUPERVISING REVENUE OFFICER	0833 A	1.0	92,494	1.0	98,108
SUPERVISING TAX EXAMINER (DOA)	0328 A	6.0	497,880	6.0	517,373
TAX EXAMINER (DOA)	0324 A	1.0	60,922	1.0	65,295

Personnel

Department of Labor and Training

Income Support

		FY 2025		FY 2026	
		FTE	Cost	FTE	Cost
Classified					
TAXPAYER SERVICE SPECIALIST	0323 A	8.0	537,363	8.0	558,685
TAX SPECIALIST I (DLT)	0320 A	4.0	214,210	4.0	226,761
UI COMPLIANCE SPEC II (DLT)	0327 A	1.0	68,014	1.0	72,573
Subtotal Classified		242.2	16,379,901	242.2	17,160,290
Unclassified					
CHAIRPERSON MEMBER OF BOARD OF REVIEW (ES)	0837 A	1.0	114,311	1.0	118,678
CONFIDENTIAL SECRETARY	0818 A	1.0	62,689	1.0	65,196
LEGAL COUNSEL (BOARD OF REVIEW)	0889 F	1.0	119,886	1.0	124,455
MEMBER- BOARD OF REVIEW (ES)	0810 F	0.0	64,634	0.0	64,634
Subtotal Unclassified		3.0	361,520	3.0	372,963
Subtotal		245.2	16,741,421	245.2	17,533,253
Transfer In			3,930,679		4,117,623
Overtime			389,351		447,835
Turnover			(3,176,148)		(3,109,224)
Total Salaries			17,885,303		18,989,487
Benefits					
Contract Stipends			0		1,061
FICA			1,332,617		1,412,828
Health Benefits			4,882,284		5,169,787
Payroll Accrual			101,951		107,628
Retiree Health			689,991		601,699
Retirement			5,524,615		5,885,853
Subtotal			12,531,458		13,178,856
Total Salaries and Benefits		245.2	30,416,761	245.2	32,168,343
Cost Per FTE Position			124,049		131,192
Statewide Benefit Assessment			505,497		535,844
Payroll Costs		245.2	30,922,258	245.2	32,704,187
Purchased Services					
Clerical and Temporary Services			65,800		66,403
Information Technology			1,861,715		1,578,740
Legal Services			200,000		200,045
Management & Consultant Services			22,721		22,948
Medical Services			24,038		24,038
Other Contracts			1,733,599		1,733,783

Personnel

Department of Labor and Training

Income Support

	FY 2025		FY 2026	
	FTE	Cost	FTE	Cost
Purchased Services				
Training and Educational Services		631		557
University and College Services		116,049		117,209
Subtotal		4,024,553		3,743,723
Total Personnel	245.2	34,946,811	245.2	36,447,910
Distribution by Source of Funds				
General Revenue	0.0	152,353	0.0	159,839
Federal Funds	156.2	23,078,369	156.2	23,876,938
Restricted Receipts	0.0	741,661	0.0	769,286
Other Funds	89.0	10,974,428	89.0	11,641,847
Total All Funds	245.2	34,946,811	245.2	36,447,910

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>				
<i>Frequency: Annual</i>	2022	2023	2024	2025	2026
Target	30	30	30	30	30
Actual	53	40	63	--	--

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. [Note: CY 2024 data is as of September 2024.]

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	2022	2023	2024	2025	2026
Target	80%	80%	80%	80%	80%
Actual	75.7%	64.1%	75.5%	--	--

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. [Note: CY 2024 data is as of September 2024.]

	<i>Reporting Period: Calendar Year</i>				
<i>Frequency: Annual</i>	2022	2023	2024	2025	2026
Target	87%	87%	87%	87%	87%
Actual	86.4%	88.6%	90.6%	--	--

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	2023 Actuals	2024 Actuals	2025 Enacted Budget	2025 Revised Budget	2026 Recommended
Education & Rehabilitation	5,237,851	4,957,510	5,367,449	5,590,778	5,756,609
Workers' Comp Compliance	4,726,532	4,865,156	5,262,681	5,399,990	5,476,483
Total Expenditures	9,964,383	9,822,667	10,630,130	10,990,768	11,233,092
Expenditures by Object					
Salary and Benefits	4,716,418	4,645,928	4,975,797	5,252,979	5,493,790
Contract Professional Services	2,811,264	2,900,959	3,464,920	3,354,454	3,506,323
Operating Supplies and Expenses	1,412,753	1,404,719	1,240,128	1,371,467	1,273,728
Assistance and Grants	1,019,549	867,475	946,587	954,185	954,185
Subtotal: Operating	9,959,985	9,819,082	10,627,432	10,933,085	11,228,026
Capital Purchases and Equipment	4,398	3,584	2,698	57,683	5,066
Subtotal: Other	4,398	3,584	2,698	57,683	5,066
Total Expenditures	9,964,383	9,822,667	10,630,130	10,990,768	11,233,092
Expenditures by Source of Funds					
Restricted Receipts	9,964,383	9,822,667	10,630,130	10,990,768	11,233,092
Total Expenditures	9,964,383	9,822,667	10,630,130	10,990,768	11,233,092

Personnel

Department of Labor and Training

Injured Workers Services

		FY 2025		FY 2026	
		FTE	Cost	FTE	Cost
Classified					
ASSISTANT ADMINISTRATIVE OFFICER	0321 A	1.0	69,152	1.0	71,864
ASSISTANT ADMINISTRATOR REHABILITATION UNIT	0137 A	1.0	96,584	1.0	104,117
CERTIFIED OCCUPATIONAL THERAPY ASSISTANT (COTA)	0328 A	2.0	139,542	2.0	150,048
CHIEF ADMINISTRATOR DIVISION OF REHAB AND EDUC (DLT)	0140 A	1.0	149,370	1.0	155,248
CHIEF DATA OPERATIONS	0333 A	1.0	112,808	1.0	117,253
CHIEF INVESTIGATOR WORKERS COMPENSATION (FRAUD PRV UNT)	AB38 A	1.0	140,688	1.0	146,108
COMPENSATION CLAIMS ANALYST	0322 A	2.0	128,614	2.0	133,760
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	1.0	87,072	1.0	90,554
DATA ANALYST II	0138 A	1.0	118,299	1.0	122,805
EDUCATION UNIT REPRESENTATIVE	0326 A	3.0	214,861	3.0	225,643
EMPLOYMENT AND TRAINING ASSISTANT	0316 A	2.0	103,949	2.0	108,107
IMPLEMENTATION AIDE	AB22 A	1.0	68,395	1.0	71,090
INVESTIGATOR WORKERS COMPENSATION FRAUD PREV UNIT	AB30 A	6.0	540,386	6.0	561,522
MEDICAL ASSISTANT	0320 A	3.0	161,538	3.0	170,735
MEDICAL RECORDS TECHNICIAN	0320 A	1.0	51,316	1.0	54,775
PHYSICAL THERAPY ASSISTANT	0328 A	4.0	287,923	4.0	309,501
SENIOR WORD PROCESSING TYPIST	0312 A	2.0	92,191	2.0	96,619
UNIT CLAIMS MANAGER	0326 A	1.0	86,204	1.0	89,610
WORKERS' COMPENSATION PATIENT CARE COORDINATOR	0520 A	1.0	76,843	1.0	76,924
Subtotal Classified		35.0	2,725,735	35.0	2,856,283
Subtotal		35.0	2,725,735	35.0	2,856,283
Transfer Out			(14,937)		(15,525)
Transfer In			423,217		440,688
Overtime			824		866
Total Salaries			3,134,839		3,282,312

Personnel

Department of Labor and Training

Injured Workers Services

	FY 2025		FY 2026	
	FTE	Cost	FTE	Cost
Benefits				
FICA		239,622		250,931
Health Benefits		653,304		695,153
Payroll Accrual		18,318		19,110
Retiree Health		124,020		107,192
Retirement		991,987		1,043,925
Subtotal		2,027,251		2,116,311
Total Salaries and Benefits	35.0	5,162,090	35.0	5,398,623
Cost Per FTE Position		147,488		154,246
Statewide Benefit Assessment		90,889		95,167
Payroll Costs	35.0	5,252,979	35.0	5,493,790
Purchased Services				
Buildings and Ground Maintenance		29,848		29,848
Clerical and Temporary Services		9,750		9,835
Information Technology		832,934		833,231
Medical Services		2,168,165		2,300,282
Other Contracts		247,112		265,815
Training and Educational Services		66,645		67,312
Subtotal		3,354,454		3,506,323
Total Personnel	35.0	8,607,433	35.0	9,000,113
Distribution by Source of Funds				
Restricted Receipts	35.0	8,607,433	35.0	9,000,113
Total All Funds	35.0	8,607,433	35.0	9,000,113

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 with increased functional gains compared to when first starting treatment. These increased functional gains make these injured workers more employable in the Rhode Island labor market.[Note: CY 2024 data provided consists of two quarters of operations.]

	<i>Frequency: Annual</i>		<i>Reporting Period: Calendar Year</i>		
	2022	2023	2024	2025	2026
Target	400	400	500	550	550
Actual	231	431	176	--	--

Injured Workers That Completed Treatment

The figures below represent the number of injured workers that completed treatment and were verified to have either returned to work with employer of injury or with a new employer. These include referrals to Vocational Rehabilitation. [Note: CY 2024 data provided consists of two quarters of operations.]

	<i>Frequency: Annual</i>		<i>Reporting Period: Calendar Year</i>		
	2022	2023	2024	2025	2026
Target	300	300	300	300	300
Actual	222	254	137	--	--

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	2023 Actuals	2024 Actuals	2025 Enacted Budget	2025 Revised Budget	2026 Recommended
Labor Relations	545,463	591,685	541,797	558,087	556,737
Total Expenditures	545,463	591,685	541,797	558,087	556,737
Expenditures by Object					
Salary and Benefits	430,922	449,472	483,485	484,854	445,277
Contract Professional Services	54,243	88,842	58,312	59,127	68,240
Operating Supplies and Expenses	60,250	53,320	0	14,055	43,169
Subtotal: Operating	545,415	591,635	541,797	558,036	556,686
Capital Purchases and Equipment	48	50	0	51	51
Subtotal: Other	48	50	0	51	51
Total Expenditures	545,463	591,685	541,797	558,087	556,737
Expenditures by Source of Funds					
General Revenue	545,463	591,685	541,797	558,087	556,737
Total Expenditures	545,463	591,685	541,797	558,087	556,737

Personnel

Department of Labor and Training

Labor Relations Board

		FY 2025		FY 2026	
		FTE	Cost	FTE	Cost
Classified					
PROGRAMMING SERVICES OFFICER	0131 A	1.0	103,958	1.0	108,051
Subtotal Classified		1.0	103,958	1.0	108,051
Unclassified					
ADMINISTRATOR LABOR RELATIONS BOARD	0833 A	1.0	108,934	1.0	76,913
CHAIRPERSON- LABOR RELATIONS BOARD	0953 F	0.0	17,429	0.0	17,429
LABOR RELATIONS BOARD MEMBER	0952 F	0.0	96,516	0.0	96,516
Subtotal Unclassified		1.0	222,879	1.0	190,858
Subtotal		2.0	326,837	2.0	298,909
Transfer In			20,166		21,136
Total Salaries			347,003		320,045
Benefits					
FICA			17,821		15,758
Health Benefits			29,769		30,920
Payroll Accrual			1,359		1,200
Retiree Health			9,185		6,699
Retirement			72,958		64,676
Subtotal			131,092		119,253
Total Salaries and Benefits		2.0	478,095	2.0	439,298
Cost Per FTE Position			239,048		219,649
Statewide Benefit Assessment			6,759		5,979
Payroll Costs		2.0	484,854	2.0	445,277
Purchased Services					
Clerical and Temporary Services			8,312		17,417
Legal Services			50,000		50,000
Other Contracts			815		823
Subtotal			59,127		68,240
Total Personnel		2.0	543,981	2.0	513,517
Distribution by Source of Funds					
General Revenue		2.0	543,981	2.0	513,517
Total All Funds		2.0	543,981	2.0	513,517

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	2023 Actuals	2024 Actuals	2025 Enacted Budget	2025 Revised Budget	2026 Recommended
Governor's Workforce Board Operations	38,104,825	34,999,760	24,354,506	36,730,150	29,654,596
Total Expenditures	38,104,825	34,999,760	24,354,506	36,730,150	29,654,596
Expenditures by Object					
Salary and Benefits	2,576,026	3,078,127	3,153,483	3,213,045	3,355,926
Contract Professional Services	637,619	223,561	650,434	663,845	665,746
Operating Supplies and Expenses	4,641,914	2,474,046	2,887,308	2,936,797	3,272,323
Assistance and Grants	30,248,803	29,215,103	17,658,726	29,911,908	22,356,000
Subtotal: Operating	38,104,361	34,990,838	24,349,951	36,725,595	29,649,995
Capital Purchases and Equipment	464	8,923	4,555	4,555	4,601
Subtotal: Other	464	8,923	4,555	4,555	4,601
Total Expenditures	38,104,825	34,999,760	24,354,506	36,730,150	29,654,596
Expenditures by Source of Funds					
General Revenue	7,411,757	6,173,068	6,050,000	8,251,728	8,050,000
Federal Funds	9,605,558	14,451,386	0	5,943,056	0
Restricted Receipts	21,087,511	14,375,306	18,304,506	22,535,366	21,604,596
Total Expenditures	38,104,825	34,999,760	24,354,506	36,730,150	29,654,596

Personnel

Department of Labor and Training

Governor's Workforce Board

		FY 2025		FY 2026	
		FTE	Cost	FTE	Cost
Classified					
ADMINISTRATIVE OFFICER	0124 A	1.0	66,008	1.0	68,649
ASSISTANT DIRECTOR FOR PLANNING AND PROGRAM DEVEL (DLT)	0139 A	1.0	139,720	1.0	145,195
CHIEF IMPLEMENTATION AIDE	0128 A	1.0	70,965	1.0	75,864
CHIEF OF LABOR AND TRAINING OPERATIONS	0134 A	3.0	293,252	3.0	304,982
CHIEF PROGRAM DEVELOPMENT	0134 A	1.0	96,980	1.0	101,660
COORDINATOR OF EMPLOYMENT AND TRAINING PROGRAMS	0131 A	6.0	490,455	6.0	523,101
DATA ANALYST I	0134 A	1.0	97,751	1.0	101,661
DATA ANALYST II	0138 A	1.0	112,649	1.0	117,155
LABOR AND TRAINING ADMINISTRATOR	0138 A	1.0	118,281	1.0	123,014
PROGRAMMING SERVICES OFFICER	0131 A	1.0	102,473	1.0	106,477
Subtotal Classified		17.0	1,588,534	17.0	1,667,758
Unclassified					
EXECUTIVE DIRECTOR GOVERNOR'S WORKFORCE BOARD	0839 A	1.0	116,812	1.0	121,487
Subtotal Unclassified		1.0	116,812	1.0	121,487
Subtotal		18.0	1,705,346	18.0	1,789,245
Transfer Out			(480,943)		(507,021)
Transfer In			745,855		779,697
Overtime			812		853
Total Salaries			1,971,070		2,062,774
Benefits					
FICA			150,641		157,674
Health Benefits			319,084		338,287
Payroll Accrual			11,528		12,019
Retiree Health			77,624		67,008
Retirement			625,957		658,371
Subtotal			1,184,834		1,233,359
Total Salaries and Benefits		18.0	3,155,904	18.0	3,296,133
Cost Per FTE Position			175,328		183,119
Statewide Benefit Assessment			57,141		59,793
Payroll Costs		18.0	3,213,045	18.0	3,355,926
Purchased Services					
Information Technology			180,973		182,783

Personnel

Department of Labor and Training

Governor's Workforce Board

	FY 2025		FY 2026	
	FTE	Cost	FTE	Cost
Purchased Services				
Other Contracts		482,872		482,963
Subtotal		663,845		665,746
Total Personnel	18.0	3,876,890	18.0	4,021,672
Distribution by Source of Funds				
Restricted Receipts	18.0	3,876,890	18.0	4,021,672
Total All Funds	18.0	3,876,890	18.0	4,021,672

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>				
	2022	2023	2024	2025	2026
Target	5,750	4,500	3,000	500	1,260
Actual	3,385	2,618	2,082	--	--

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>				
	2022	2023	2024	2025	2026
Target	913	1,000	1,200	200	400
Actual	1,633	1,492	1,264	--	--
