

LHH HUMAN RESOURCE SERVICES REPORT

Submitted to the Joint Conference Committee (July 2025)

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LHH vacancies rate stands at 1.8% with attrition savings.

We hired a total of twenty-one (21) hires in July: fifteen (15) new hires and six (6) transfers. We had one (1) non-retirement separation during the same period. Two (2) of the hires were 2320 RNs.

2320 classification is exempt from the hiring freeze and the HR team is continuing to support filling the vacancies at Laguna. The RN vacancy rate with attrition is 3.5% with **6.6 vacant FTE**.*

The HR team continues to hold planning meetings with Executive leadership and hiring managers on a weekly, monthly basis to go over the vacancy information and hiring plans.

The Department of Public Health Human Resources team is dedicated to increasing efficiencies in FY2526. We are currently focusing our efforts on reducing redundancies with regular report-out meetings by consolidating our reporting based on audience and frequency. We are also reviewing our post-interview data collection processes to streamline and simplify candidate selection for hiring managers and hiring analysts. We're looking forward to seeing the impact of these changes decrease our time to hire and continue to lower our vacancy rates as we enter FY2526.

Additionally, in past meetings we have discussed the DPH Employee Engagement Survey, which measures the quality of employees' work experience through the lens of engagement, leadership, safety, equity, and work culture. Our DPH-HR Experience team is currently synthesizing this data and is looking forward to sharing it widely soon.

*** PLEASE NOTE:** the Finance Department's **Position Control - Vacancy & Budget Attrition Dashboard** will be going through position control revision, validation, and reconciliation from **July 1 through mid-August**. **Some of the position numbers and FTE calculations will not be available during this time. The last update for FTE and position #s was 6/27/2025.** From mid-July to early August, partial data will be available, so please use these figures with the understanding that figures and positions may change.