

## Summary of Findings from Meeting Notes

### Findings:

1. **The Civil Service Exams are tested tools that ensure that the applicants have the capacity to provide vital services to some of our most vulnerable populations. The tests also guard against patronage and the use of subjective standards in hiring decisions.** -*Jim Cenerini 11/16*
2. **The state is facing a persistent labor shortage, particularly in the social services.**
  - a. 11% vacancy rate among state positions (Fall 2023) -*10/16 DOA presentation*
3. **The average time to hire a new employee, while improving is still over 100 days.**
  - a. The average time to hire:

DHS	CY22	202 days
	CY23	105 days
DCYF	CY22	220 days
	CY 23	104 days – <i>10/16 presentation</i>
4. **The Personnel Action Request system is causing delays in hiring.** The personnel action request process at DHS has 10 steps and must be approved by seven separate people (*10/24 DHS presentation page 20*)
5. **There are many factors making it difficult to fill positions at DCYF and DHS outside of the merit system and civil service exams including:**
  - a. Rhode Island state jobs are less attractive do to policy decision and multiple rounds of pension and benefit cuts *11/16 James Cenerini*
  - b. Neighboring states pay more for comparable jobs (including eligibility technician and social case worker). *11/16 Matt Gunnip and James Cenerini*
  - c. Few applicants for state jobs is a national issue: (*NEO Gov Report*)
6. **There have been delays in administering the civil service exam which can stall hiring. The last list for names for DHS Eligibility Technician expired in April of 2023 and the test was administered in August – 11/16 Stacy Smith**