

# Dept of DHS-Independence (409) Facts – FY '07

http://www.dhs.state.ia.us/



## General Information

**Address:** Independence Mental Health Institute  
2277 Iowa Avenue  
Independence, IA 50644

## Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

|               |             |                     |                                  |
|---------------|-------------|---------------------|----------------------------------|
| # FT EEs: 276 | # PT EEs: 3 | # Temporary EEs: 14 | Average Length of Service: 18.27 |
|---------------|-------------|---------------------|----------------------------------|

|                        |  |  |
|------------------------|--|--|
| Span of Control: 16.24 | % Performance Evaluations Completed: 66.2% | Total Unemployment Insurance Claims: N/A |
|------------------------|--|--|

| Employee Age Groups         |    |       |     | Supervisor Age Groups         |   |       |    | Females                          |        | Males                            |        |
|-----------------------------|----|-------|-----|-------------------------------|---|-------|----|----------------------------------|--------|----------------------------------|--------|
| <25                         | 5  | 45-54 | 121 | <25                           | 0 | 45-54 | 4  | # of Females:                    | 179    | # of Males:                      | 97     |
| 25-34                       | 17 | 55-64 | 72  | 25-34                         | 0 | 55-64 | 10 | % of WF:                         | 64.86% | % of WF:                         | 35.14% |
| 35-44                       | 54 | 65+   | 7   | 35-44                         | 2 | 65+   | 0  | Average Age:                     | 49.51  | Average Age:                     | 48.89  |
| Employee Average Age: 49.30 |    |       |     | Supervisor Average Age: 54.07 |   |       |    | Average Length of Service: 18.43 |        | Average Length of Service: 17.98 |        |

| Minorities                 |       | Breakout of Minorities   |   | Non-minorities             |        |
|----------------------------|-------|--------------------------|---|----------------------------|--------|
| # of Minorities:           | 11    | # of African-American:   | 6 | # of Non-minorities:       | 265    |
| % of Workforce:            | 3.99% | # of Asian:              | 5 | % of Workforce:            | 96.01% |
| Average Age:               | 54.11 | # of American Indian:    | 0 | Average Age:               | 49.10  |
| Average Length of Service: | 19.42 | # of Hispanic or Latino: | 0 | Average Length of Service: | 18.22  |

| Persons With Disabilities       |       | Persons With Non-Disabilities       |        |
|---------------------------------|-------|-------------------------------------|--------|
| # of Persons With Disabilities: | 4     | # of Persons With Non-Disabilities: | 234    |
| % of Workforce:                 | 1.45% | % of Workforce:                     | 84.78% |
| Average Age:                    | 42.25 | Average Age:                        | 49.38  |
| Average Length of Service:      | 17.55 | Average Length of Service:          | 18.03  |

|  |   |                                     |   |
|--|---|-------------------------------------|---|
| Officials/Administrators<br>EEO Category 1: 8  | Professionals<br>EEO Category 2: 82           | Technicians<br>EEO Category 3: 18   | Protective Service: Sworn<br>EEO Category 4: 13 |
| Protect. Serv.: Non-Sworn<br>EEO Category 5: 0 | Administrative Services<br>EEO Category 6: 21 | Skilled Craft<br>EEO Category 7: 18 | Service/Maintenance<br>EEO Category 8: 116      |

|                       |                     |                    |                   |
|-----------------------|---------------------|--------------------|-------------------|
| Separation Rate: N/A% | Hire Rate: N/A%     | Number Hires: 10   | Transfer In: N/A  |
| Retirements: 6        | All Terminations: 3 | Voluntary Quits: 5 | Transfer Out: N/A |

|                            |   |                    |  |
|----------------------------|---|--------------------|--|
| # of Classes Used: 73      | Most Populous Classes: Resident Treatment Wrkr (70), Registered Nurse (24), Licensed Practical Nurse (14) |                    |  |
| Separations - By Class:    | Resident Treatment Wrkr (5), Registered Nurse (3), 6 classes with 2 each                                  |                    |  |
| # Eligible for Retirement: | 75 over next 5 years  | % Eligible: 27.17% |  |

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

|   |  |  |   |  |
|---|--|--|---|--|
| Vacation Payouts:<br>\$38,653.01            | Sick Leave Payouts:<br>\$14,301.23   | Annual Payroll:<br>\$13,605,181.00               | Avg. Base Salary:<br>\$45,510.55  | Overtime Days Worked:<br>1,106.2   |
| Overtime Cost:<br>\$254,091.84              | Reassignment Pay:<br>\$0   | Recruitment Bonus Pay:<br>\$0                    | Retention Pay:<br>\$0   | Exceptional Job Performance Pay:<br>\$0  |
| Workers' Comp Payouts:<br>\$3,731,234.49    | Vacation Pay - Earned<br>Value: \$1,144,749.53   | Vacation Days Earned:<br>6,222.2                 | Vacation Used Expense:<br>\$1,098,793.79  | Vacation Days Taken:<br>6,124.6  |
| Workers' Comp Days<br>Used: 797             | Sick Leave Days Earned:<br>4,463.7<br><br>Sick Leave -Earned<br>Value:<br>\$754,212.12 | Reg. Sick Leave Used<br>Expense:<br>\$463,771.94 | Reg. Sick Leave Days Used:<br>2,743.0<br><br>Avg. Sick Leave Days Per EE:<br>9.94   | Converted Sick Leave To<br>Vacation Days Used:<br>398.6<br><br>Converted Sick Leave To<br>Vacation Used Expense:<br>\$84,495.00  |
| Injury Leave Used<br>Expense:<br>\$5,168.47 | Injury Leave Days Used:<br>31.1  | Classification Appeals:<br>N/A                   | <u>Reclassifications</u><br>Up (Filled): 0<br>Up (Vacant): 0<br>Down (Filled): 0<br>Down (Vacant): 0<br>Lateral (Filled): 0<br>Lateral (Vacant): 0<br>Approx. Annual New Cost of<br>Reclassified Positions:*<br>\$0 | <u>Grievances</u><br>Contract Grievances: N/A<br>Disciplinary: N/A<br>Language: N/A<br>Non-Contract Grievances: N/A<br>Disciplinary: N/A<br>Language: N/A<br>Arbitrations: N/A |
| Funeral Leave Used<br>Expense:<br>\$0       | Funeral Days Used:<br>0  | Extraordinary Pay:<br>\$0                        |   |  |
| Jury Leave Used<br>Expense:<br>\$0          | Jury Leave Days Used:<br>0   | Special Duty Pay:<br>\$0                         |   |  |

\* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

## Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

|   |  |   |
|---|--|---|
| <b>Females:</b> Current Year (FY '08) RUU: N/A<br>Current Year (FY '08) Goal: N/A | <b>Minorities:</b> Current Year (FY '08) RUU: N/A<br>Current Year (FY '08) Goal: N/A | <b>PWD:</b> Year (FY '08) RUU: N/A<br>Current Year (FY '08) Goal: N/A |
|---|--|---|

Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: July 25, 2008