

Department of Elder Affairs Facts – FY '08

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



General Information

Address: Jesse M. Parker Building
510 E. 12th Street
Des Moines, IA 50319-9025

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 37	# PT EEs: 1	# Temporary EEs: 2	Average Length of Service: 9.27
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Span of Control: N/A	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	8	<25	0	45-54	2	# of Females:	31	# of Males:	6
25-34	6	55-64	14	25-34	0	55-64	1	% of WF:	83.78%	% of WF:	16.22%
35-44	8	65+	1	35-44	1	65+	0	Average Age:	47.92	Average Age:	51.38
Employee Average Age: 48.48				Supervisor Average Age: 50.81				Average Length of Service: 9.33		Average Length of Service: 9.00	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	2	# of Non-minorities:	34
% of Workforce:	8.11%	# of Asian:	1	% of Workforce:	91.89%
Average Age:	52.05	# of American Indian:	0	Average Age:	48.17
Average Length of Service:	14.72	# of Hispanic or Latino:	0	Average Length of Service:	8.79

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities:	33
% of Workforce:	5.41%	% of Workforce:	89.19%
Average Age:	58.25	Average Age:	47.82
Average Length of Service:	8.14	Average Length of Service:	9.63

Officials/Administrators EEO Category 1: 15	Professionals EEO Category 2: 16	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 10.00%	Hire Rate: 26.67%	Number Hires: 6	Transfer In: 2
Retirements: 0	All Terminations: 1	Voluntary Quits: 1	Transfer Out: 1

# of Classes Used: 18	Most Populous Classes: Executive Off 2 (8), Long Term Care Ombudsman (8), Exec Off 1 (3)		
Separations - By Class:	Human Resources Associate (1), Program Planner 3 (1)		
# Eligible for Retirement:	7 in next 5 years	% Eligible: 18.92%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$8,403.80	Sick Leave Payouts: \$14.64	Annual Payroll: \$2,053,113.29	Avg. Base Salary: \$57,058	Overtime Days Worked: 16.5
Overtime Cost: \$4,098.47	Reassignment Pay: \$0	Recruitment Bonus Pay: \$5,000.00	Retention Pay: \$3,599.20	Exceptional Job Performance Pay: \$2,500.00
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$139,532.55	Vacation Days Earned: 649.2	Vacation Used Expense: \$125,853.98	Vacation Days Taken: 604.6
Workers' Comp Days Used: 0	Sick Leave Days Earned: 603.7	Reg. Sick Leave Used Expense: \$53,189.55	Reg. Sick Leave Days Used: 271.6	Converted Sick Leave To Vacation Days Used: 91.1
	Sick Leave -Earned Value: \$126,724.72		Avg. Sick Leave Days Per EE: 7.34	Converted Sick Leave To Vacation Used Expense: \$21,992.92
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 6 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$24,367.20	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,624.05	Funeral Days Used: 8.3	Extraordinary Pay: \$736.00		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

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

Females: Current Year (FY '09) RUU: N/A	Minorities: Current Year (FY '09) RUU: N/A	PWD: Year (FY '09) RUU: 2
Current Year (FY '09) Goal: N/A	Current Year (FY '09) Goal: N/A	Current Year (FY '09) Goal: 2
Goal Achievement (FY '08): N/A	Goal Achievement (FY '08): N/A	Goal Achievement (FY '08): No, 0/2

Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 6, 2009