

Dept of DHS-Cherokee (407) Facts – FY '08

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



General Information

Address: Cherokee Mental Health Institute
1251 West Cedar Loop
Cherokee, IA 51012

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

# FT EEs: 197	# PT EEs: 6	# Temporary EEs: 6	Average Length of Service: 17.44
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Span of Control: 10.68	% Performance Evaluations Completed: 96%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	79	<25	0	45-54	11	# of Females:	138	# of Males:	59
25-34	19	55-64	72	25-34	0	55-64	6	% of WF:	70.05%	% of WF:	29.95%
35-44	22	65+	4	35-44	0	65+	1	Average Age:	50.10	Average Age:	51.46
Employee Average Age:	50.51	Supervisor Average Age:	54.40	Average Length of Service:	17.32	Average Length of Service:	17.72				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1	# of African-American:	0	# of Non-minorities:	195
% of Workforce:	0.51%	# of Asian:	0	% of Workforce:	98.98%
Average Age:	52.16	# of American Indian:	1	Average Age:	50.53
Average Length of Service:	1.27	# of Hispanic or Latino:	0	Average Length of Service:	17.60

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	161
% of Workforce:	3.55%	% of Workforce:	81.73%
Average Age:	48.40	Average Age:	50.12
Average Length of Service:	22.30	Average Length of Service:	16.45

Officials/Administrators EEO Category 1: 8	Professionals EEO Category 2: 59	Technicians EEO Category 3: 22	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 18	Skilled Craft EEO Category 7: 23	Service/Maintenance EEO Category 8: 67

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 16	Transfer In: 0
Retirements: 4	All Terminations: 5	Voluntary Quits: 10	Transfer Out: 0

# of Classes Used: 64	Most Populous Classes: Resident Treatment Wkr (40), Registered Nurse (24), Licensed Practical Nurse (16)
Separations - By Class:	Resident Treatment Wkr (6), Registered Nurse (3), Licensed Practical Nurse (2)
# Eligible for Retirement:	79 in next 5 years % Eligible: 40.10%

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

Vacation Payouts: \$38,029.50	Sick Leave Payouts: \$10,102.59	Annual Payroll: \$10,033,064.15	Avg. Base Salary: \$47,317	Overtime Days Worked: 148.0
Overtime Cost: \$57,603.88	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$11,371.92	Vacation Pay - Earned Value: \$801,050.15	Vacation Days Earned: 4,357.5	Vacation Used Expense: \$796,572.91	Vacation Days Taken: 4,250.4
Workers' Comp Days Used: 167	Sick Leave Days Earned: 3,365.5 Sick Leave -Earned Value: \$581,998.28	Reg. Sick Leave Used Expense: \$318,507.39	Reg. Sick Leave Days Used: 1,952.2 Avg. Sick Leave Days Per EE: 9.91	Converted Sick Leave To Vacation Days Used: 271.5 Converted Sick Leave To Vacation Used Expense: \$54,555.68
Injury Leave Used Expense: \$7,136.11	Injury Leave Days Used: 42.6	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 8 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$106,641.60	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$6,110.40		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$5,526.40		

* 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 Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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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 10, 2009