

Dept of DHS-Cherokee (407) Facts – FY '09

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 '09)

# FT EEs: 190	# PT EEs: 5	# Temporary EEs: 8	Average Length of Service: 17.50
---------------	-------------	--------------------	----------------------------------

Span of Control: 10.11	% Performance Evaluations Completed: 98.42%	Total Unemployment Insurance Claims: 3
------------------------	---	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	79	<25	0	45-54	10	# of Females:	133	# of Males:	57
25-34	18	55-64	65	25-34	0	55-64	7	% of WF:	70.00%	% of WF:	30.00%
35-44	21	65+	6	35-44	1	65+	1	Average Age:	50.18	Average Age:	51.86
Employee Average Age: 50.68				Supervisor Average Age: 53.89				Average Length of Service: 17.22		Average Length of Service: 18.15	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1	# of African-American:	0	# of Non-minorities:	188
% of Workforce:	0.53%	# of Asian:	0	% of Workforce:	99.47%
Average Age:	53.16	# of American Indian:	1	Average Age:	50.69
Average Length of Service:	2.27	# of Hispanic or Latino:	0	Average Length of Service:	17.65

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	157
% of Workforce:	4.27%	% of Workforce:	95.73%
Average Age:	49.39	Average Age:	50.26
Average Length of Service:	23.30	Average Length of Service:	16.53

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 56	Technicians EEO Category 3: 20	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 17	Skilled Craft EEO Category 7: 23	Service/Maintenance EEO Category 8: 65

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 8	Transfer In: N/A
Retirements: 10 (9 were SLIP)	All Terminations: 1	Voluntary Quits: 4	Transfer Out: N/A

# of Classes Used: 64	Most Populous Classes: Resident Treatment Wkr (38), Registered Nurse (21), Licensed Practical Nurse (14)	
Separations - By Class:	Resident Treatment Wkr (3), Licensed Practical Nurse (2), Registered Nurse (2)	
# Eligible for Retirement:	73 in next 5 years	% Eligible: 38.42%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$44,073.00	Sick Leave Payouts: \$22,000.00	Annual Payroll: \$10,102,791.71	Avg. Base Salary: \$49,350.52	Overtime Days Worked: 196.0
Overtime Cost: \$72,201.37	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$27,575.22	Vacation Pay - Earned Value: \$805,610.46	Vacation Days Earned: 4,219.5	Vacation Used Expense: \$792,540.22	Vacation Days Taken: 4,185.7
Workers' Comp Days Used: 355	Sick Leave Days Earned: 3,239.9 Sick Leave -Earned Value: \$584,006.47	Reg. Sick Leave Used Expense: \$356,052.28	Reg. Sick Leave Days Used: 2,071.8 Avg. Sick Leave Days Per EE: 10.90	Converted Sick Leave To Vacation Days Used: 266.0 Converted Sick Leave To Vacation Used Expense: \$52,532.20
Injury Leave Used Expense: \$18,944.03	Injury Leave Days Used: 110.6	Classification Appeals: N/A	Reclassifications Up (Filled): 3 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$11,596.00	Grievances 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: \$0		
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 '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	Minorities: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	PWD: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A
--	---	--

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009