

Dept of DHS-Clarinda (408) Facts – FY '09

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



General Information

Address: Clarinda Mental Health Institute
1800 North 16th Street
Clarinda, IA 51632

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 92	# PT EEs: 0	# Temporary EEs: 13	Average Length of Service: 13.69
--------------	-------------	---------------------	----------------------------------

Span of Control: 8.64	% Performance Evaluations Completed: 98.91%	Total Unemployment Insurance Claims: 2
-----------------------	---	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	29	<25	0	45-54	1	# of Females:	77	# of Males:	15
25-34	15	55-64	26	25-34	1	55-64	7	% of WF:	83.70%	% of WF:	16.30%
35-44	20	65+	2	35-44	0	65+	2	Average Age:	46.95	Average Age:	50.36
Employee Average Age: 47.50				Supervisor Average Age: 55.55				Average Length of Service: 12.33		Average Length of Service: 20.71	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	0	# of Non-minorities:	85
% of Workforce:	3.53%	# of Asian:	3	% of Workforce:	96.59%
Average Age:	42.90	# of American Indian:	0	Average Age:	47.48
Average Length of Service:	7.05	# of Hispanic or Latino:	0	Average Length of Service:	14.35

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	80
% of Workforce:	3.61%	% of Workforce:	96.39%
Average Age:	58.21	Average Age:	47.34
Average Length of Service:	30.25	Average Length of Service:	13.65

Officials/Administrators EEO Category 1: 4	Professionals EEO Category 2: 29	Technicians EEO Category 3: 21	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 4	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 34

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 7	Transfer In: N/A
Retirements: 3 (2 were SLIP)	All Terminations: 3	Voluntary Quits: 2	Transfer Out: N/A

# of Classes Used: 31	Most Populous Classes: Resident Treatment Wrkr (26), Licensed Practical Nurse (18), Registered Nurse (11)		
Separations - By Class:	Resident Treatment Wrkr (6), Registered Nurse (2)		
# Eligible for Retirement:	22 in next 5 years	% Eligible: 23.91%	

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

Vacation Payouts: \$16,158.59	Sick Leave Payouts: \$4,318.57	Annual Payroll: \$5,148,024.70	Avg. Base Salary: \$51,529.06	Overtime Days Worked: 353.8
Overtime Cost: \$84,855.89	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$7,382.96	Vacation Pay - Earned Value: \$360,916.47	Vacation Days Earned: 1,809.6	Vacation Used Expense: \$354,371.84	Vacation Days Taken: 1,785.4
Workers' Comp Days Used: 89	Sick Leave Days Earned: 1,588.7 Sick Leave -Earned Value: \$303,673.97	Reg. Sick Leave Used Expense: \$242,770.49	Reg. Sick Leave Days Used: 1,215.6 Avg. Sick Leave Days Per EE: 13.21	Converted Sick Leave To Vacation Days Used: 87.5 Converted Sick Leave To Vacation Used Expense: \$17,640.36
Injury Leave Used Expense: \$982.98	Injury Leave Days Used: 4.4	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$4,815.20	<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: \$7,303.71	Funeral Days Used: 39.5	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$366.39	Jury Leave Days Used: 2.2	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