

Department of Vocational Rehabilitation Facts – FY '09

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



General Information

Address: 510 East 12th Street
Des Moines, IA 50309

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

# FT EEs: 371	# PT EEs: 26	# Temporary EEs: 2	Average Length of Service: 13.66
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Span of Control: 14.67	% Performance Evaluations Completed: 97.30%	Total Unemployment Insurance Claims: 5
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	92	<25	0	45-54	12	# of Females:	260	# of Males:	111
25-34	55	55-64	120	25-34	1	55-64	12	% of WF:	70.08%	% of WF:	29.92%
35-44	92	65+	10	35-44	1	65+	1	Average Age:	47.20	Average Age:	50.68
Employee Average Age: 48.24				Supervisor Average Age: 53.86				Average Length of Service: 12.94		Average Length of Service: 15.34	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	20	# of African-American:	10	# of Non-minorities:	348
% of Workforce:	5.39%	# of Asian:	8	% of Workforce:	93.80%
Average Age:	45.47	# of American Indian:	0	Average Age:	48.20
Average Length of Service:	13.45	# of Hispanic or Latino:	2	Average Length of Service:	13.64

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	44	# of Persons With Non-Disabilities:	302
% of Workforce:	11.86%	% of Workforce:	81.40%
Average Age:	51.68	Average Age:	47.33
Average Length of Service:	14.92	Average Length of Service:	13.31

Officials/Administrators EEO Category 1: 11	Professionals EEO Category 2: 165	Technicians EEO Category 3: 122	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 70	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 3

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 25	Transfer In: N/A
Retirements: 11 (7 were SLIP)	All Terminations: 1	Voluntary Quits: 4	Transfer Out: N/A

# of Classes Used: 45	Most Populous Classes: Rehabilitation Counselor (106), Disability Examiner Specialist (43), Disability Examiner (29)		
Separations - By Class:	Rehabilitation Counselor (6), 10 classes with 1 incumbent each		
# Eligible for Retirement:	106 in next 5 years	% Eligible: 28.57%	

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

Vacation Payouts: \$114,240.99	Sick Leave Payouts: \$22,337.92	Annual Payroll: \$23,018,778	Avg. Base Salary: \$56,051.18	Overtime Days Worked: 453.0
Overtime Cost: \$130,301.27	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$14,635.32	Vacation Pay - Earned Value: \$1,870,072.05	Vacation Days Earned: 7,856.5	Vacation Used Expense: \$1,731,797.94	Vacation Days Taken: 7,330.0
Workers' Comp Days Used: 75	Sick Leave Days Earned: 5,454.1 Sick Leave -Earned Value: \$1,215,436.68	Reg. Sick Leave Used Expense: \$771,263.95	Reg. Sick Leave Days Used: 3,353.7 Avg. Sick Leave Days Per EE: 9.04	Converted Sick Leave To Vacation Days Used: 405.7 Converted Sick Leave To Vacation Used Expense: \$91,906.1
Injury Leave Used Expense: \$11,809.31	Injury Leave Days Used: 19.4	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 14 Up (Vacant): 3 Down (Filled): 5 Down (Vacant): 2 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$98,425.60	<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: \$9,282.52	Funeral Days Used: 48.1	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,756.61	Jury Leave Days Used: 6.9	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: 17	Minorities: Begin of Year (FY '09) UU: 4	PWD: Begin of Year (FY '09) UU: 0
Gains/Losses (FY '09): 16	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0
End of Year (FY '09) UU: 1	End of Year (FY '09) UU: 4	End of Year (FY '09) UU: 0

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