

# Dept of DHS-Glenwood (411) Facts - FY '10

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



## General Information

**Address:** Glenwood Resource Center  
711 South Vine  
Glenwood, IA 51534

## Workforce Data (unless otherwise noted, information provided is at the end of FY '10)

# FT EEs: 861	# PT EEs: 2	# Temporary EEs: 8	Average Length of Service: 11.92
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Span of Control: 10.02	% Performance Evaluations Completed: 85.25%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	35	45-54	325	<25	1	45-54	33	# of Females:	544	# of Males:	317
25-34	176	55-64	158	25-34	14	55-64	20	% of WF:	63.18%	% of WF:	36.82%
35-44	163	65+	4	35-44	18	65+	0	Average Age:	44.81	Average Age:	44.32
Employee Average Age:	44.63	Supervisor Average Age:	46.61	Average Length of Service:	12.60	Average Length of Service:	10.75				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	16	# of African-American:	5	# of Non-minorities:	726
% of Workforce:	1.86%	# of Asian:	6	% of Workforce:	84.32%
Average Age:	44.85	# of American Indian:	2	Average Age:	44.95
Average Length of Service:	13.17	# of Hispanic or Latino:	3	Average Length of Service:	13.21

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	20	# of Persons With Non-Disabilities:	737
% of Workforce:	2.32%	% of Workforce:	85.60%
Average Age:	52.70	Average Age:	43.73
Average Length of Service:	20.17	Average Length of Service:	10.60

Officials/Administrators EEO Category 1: 35	Professionals EEO Category 2: 133	Technicians EEO Category 3: 39	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 32	Skilled Craft EEO Category 7: 39	Service/Maintenance EEO Category 8: 583

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 83	Transfer In: N/A
Retirements: 84	All Terminations: 29	Voluntary Quits: 38	Transfer Out: N/A

# of Classes Used: 112	Most Populous Classes: Resident Treatment Wrkr (469), Resident Treatment Supervisor (32), Registered Nurse (28)		
Separations - By Class:	Resident Treatment Wrkr (76), Registered Nurse (5), Residential Treatment Supervisor (8), Activities Aide (5)		
# Eligible for Retirement:	154 in the next 5 years	% Eligible: 17.89%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '10)

Vacation Payouts: \$191,528.94	Sick Leave Payouts: \$149,106.13	Annual Payroll: \$44,615,221.47	Avg. Base Salary: \$42,805.48	Overtime Days Worked: 16,996.4
Overtime Cost: \$3,891,138.46	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$2,863,098.29	Vacation Days Earned: 17,000.8	Vacation Used Expense: \$2,429,927.07	Vacation Days Taken: 14,136.1
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 14,863.0	Reg. Sick Leave Used Expense: \$1,441,628.92	Reg. Sick Leave Days Used: 9,049.6	Converted Sick Leave To Vacation Days Used: 397.5
	Sick Leave -Earned Value: \$2,376,304.17		Avg. Sick Leave Days Per EE: 10.51	Converted Sick Leave To Vacation Used Expense: \$75,832.28
Injury Leave Used Expense: \$730.37	Injury Leave Days Used: 4.9	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 3 Up (Vacant): 1 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$8,892.00	<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: \$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 '10. Vacancies and laterals were not calculated into the "cost."

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

<b>Females:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	<b>Minorities:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	<b>PWD:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A
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Sources: AS400 Queries; "Just the Facts for FY10" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 15, 2010