

Dept of DHS-Independence (409) Facts – FY '10

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



General Information

Address: Independence Mental Health Institute
2277 Iowa Avenue
Independence, IA 50644

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

# FT EEs: 222	# PT EEs: 2	# Temporary EEs: 14	Average Length of Service: 17.17
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Span of Control: 18.58	% Performance Evaluations Completed: 52.52%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	115	<25	0	45-54	5	# of Females:	142	# of Males:	80
25-34	20	55-64	43	25-34	0	55-64	5	% of WF:	63.96%	% of WF:	36.04%
35-44	39	65+	3	35-44	1	65+	1	Average Age:	48.53	Average Age:	47.55
Employee Average Age: 48.18				Supervisor Average Age: 54.13				Average Length of Service: 17.56		Average Length of Service: 16.49	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	8	# of African-American:	4	# of Non-minorities:	214
% of Workforce:	3.60%	# of Asian:	4	% of Workforce:	96.40%
Average Age:	56.80	# of American Indian:	0	Average Age:	47.85
Average Length of Service:	21.37	# of Hispanic or Latino:	0	Average Length of Service:	17.02

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	189
% of Workforce:	1.81%	% of Workforce:	85.52%
Average Age:	45.24	Average Age:	48.19
Average Length of Service:	20.54	Average Length of Service:	16.67

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 69	Technicians EEO Category 3: 12	Protective Service: Sworn EEO Category 4: 12
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 17	Skilled Craft EEO Category 7: 14	Service/Maintenance EEO Category 8: 92

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 4	Transfer In: N/A
Retirements: 48	All Terminations: 2	Voluntary Quits: 1	Transfer Out: N/A

# of Classes Used: 61	Most Populous Classes: Resident Treatment Wrkr (56), Registered Nurse (25), Licensed Practical Nurse (11)		
Separations - By Class:	Resident Treatment Wrkr (15), Educator (3), Nurse Supervisor 1 (3), Residential Treatment Technician (3)		
# Eligible for Retirement:	56 in the next 5 years	% Eligible: 25.23%	

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

Vacation Payouts: \$13,164.95	Sick Leave Payouts: \$82,347.18	Annual Payroll: \$13,469,299.31	Avg. Base Salary: \$48,406.75	Overtime Days Worked: 1,155.8
Overtime Cost: \$287,233.23	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$1,116,806.73	Vacation Days Earned: 5,730.1	Vacation Used Expense: \$1,072,475.32	Vacation Days Taken: 5,611.7
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 4,181.4 Sick Leave -Earned Value: \$757,075.75	Reg. Sick Leave Used Expense: \$465,189.30	Reg. Sick Leave Days Used: 2,649.5 Avg. Sick Leave Days Per EE: 11.93	Converted Sick Leave To Vacation Days Used: 255.0 Converted Sick Leave To Vacation Used Expense: \$62,296.32
Injury Leave Used Expense: \$10,144.92	Injury Leave Days Used: 56.1	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 3 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<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: \$3,222.20	Funeral Days Used: 20.1	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$193.72	Jury Leave Days Used: 1.3	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)

Females: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	Minorities: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	PWD: 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