

Dept of DHS-Clarinda (408) Facts – FY '08

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 '08)

# FT EEs: 93	# PT EEs: 1	# Temporary EEs: 14	Average Length of Service: 13.37
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Span of Control: 8.82	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	28	<25	0	45-54	2	# of Females:	78	# of Males:	15
25-34	14	55-64	27	25-34	1	55-64	7	% of WF:	83.87%	% of WF:	16.13%
35-44	20	65+	1	35-44	1	65+	0	Average Age:	46.26	Average Age:	48.70
Employee Average Age: 46.65				Supervisor Average Age: 54.55				Average Length of Service: 12.12		Average Length of Service: 19.39	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	4	# of African-American:	0	# of Non-minorities:	85
% of Workforce:	4.30%	# of Asian:	3	% of Workforce:	91.40%
Average Age:	36.49	# of American Indian:	1	Average Age:	46.95
Average Length of Service:	4.66	# of Hispanic or Latino:	0	Average Length of Service:	14.24

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	81
% of Workforce:	4.30%	% of Workforce:	87.10%
Average Age:	59.48	Average Age:	46.08
Average Length of Service:	23.82	Average Length of Service:	13.33

Officials/Administrators EEO Category 1: 4	Professionals EEO Category 2: 28	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: 5	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 36

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 9	Transfer In: 0
Retirements: 6	All Terminations: 3	Voluntary Quits: 3	Transfer Out: 2

# of Classes Used: 29	Most Populous Classes: Resident Treatment Wrkr (29), Licensed Practical Nurse (18), Registered Nurse (13)
Separations - By Class:	Resident Treatment Wrkr (7), 5 classes with 1 incumbent each
# Eligible for Retirement:	21 in next 5 years % Eligible: 22.58%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$16,228.92	Sick Leave Payouts: \$9,143.81	Annual Payroll: \$5,023,780.71	Avg. Base Salary: \$47,953	Overtime Days Worked: 380.9
Overtime Cost: \$91,760.52	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,848.00	Vacation Pay - Earned Value: \$355,250.74	Vacation Days Earned: 1,864.4	Vacation Used Expense: \$349,781.43	Vacation Days Taken: 1,846.2
Workers' Comp Days Used: 21	Sick Leave Days Earned: 1,616.0 Sick Leave -Earned Value: \$295,644.82	Reg. Sick Leave Used Expense: \$228,110.73	Reg. Sick Leave Days Used: 1,221.6 Avg. Sick Leave Days Per EE: 13.14	Converted Sick Leave To Vacation Days Used: 95.0 Converted Sick Leave To Vacation Used Expense: \$17,326.40
Injury Leave Used Expense: \$126.85	Injury Leave Days Used: 0.7	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 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: \$10,992.45	Funeral Days Used: 55.4	Extraordinary Pay: \$16,244.80		
Jury Leave Used Expense: \$240.96	Jury Leave Days Used: 1.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 10, 2009