

Dept of DHS-Eldora (405) Facts – FY '08

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



General Information

Address: Eldora State Training School for Boys
3211 West Edgington
Eldora, IA 50627

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 196	# PT EEs: 3	# Temporary EEs: 11	Average Length of Service: 13.93
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Span of Control: 11.82	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	73	<25	0	45-54	11	# of Females:	55	# of Males:	141
25-34	32	55-64	48	25-34	0	55-64	5	% of WF:	28.06%	% of WF:	71.94%
35-44	38	65+	4	35-44	1	65+	0	Average Age:	48.24	Average Age:	46.48
Employee Average Age: 46.97				Supervisor Average Age: 51.23				Average Length of Service: 12.20		Average Length of Service: 14.60	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	5	# of African-American:	3	# of Non-minorities:	189
% of Workforce:	2.55%	# of Asian:	0	% of Workforce:	96.43%
Average Age:	45.93	# of American Indian:	1	Average Age:	47.08
Average Length of Service:	12.06	# of Hispanic or Latino:	1	Average Length of Service:	14.06

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	6	# of Persons With Non-Disabilities:	175
% of Workforce:	3.06%	% of Workforce:	89.29%
Average Age:	49.78	Average Age:	46.76
Average Length of Service:	15.22	Average Length of Service:	13.87

Officials/Administrators EEO Category 1: 5	Professionals EEO Category 2: 55	Technicians EEO Category 3: 5	Protective Service: Sworn EEO Category 4: 104
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 12	Skilled Craft EEO Category 7: 6	Service/Maintenance EEO Category 8: 9

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 18	Transfer In: 0
Retirements: 6	All Terminations: 2	Voluntary Quits: 6	Transfer Out: 1

# of Classes Used: 37	Most Populous Classes: Youth Services Worker (97), Educator (18), Youth Counselor (11)
Separations - By Class:	Youth Services Worker (4), Cook 1 (3), Educator (2)
# Eligible for Retirement:	44 in next 5 years % Eligible: 22.45%

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

Vacation Payouts: \$29,746.25	Sick Leave Payouts: \$10,000.00	Annual Payroll: \$8,719,679.40	Avg. Base Salary: \$42,834	Overtime Days Worked: 235.8
Overtime Cost: \$51,839.59	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$11,458.84	Vacation Pay - Earned Value: \$696,055.00	Vacation Days Earned: 4,090.2	Vacation Used Expense: \$656,197.27	Vacation Days Taken: 3,825.3
Workers' Comp Days Used: 199	Sick Leave Days Earned: 3,130.4 Sick Leave -Earned Value: \$498,170.83	Reg. Sick Leave Used Expense: \$201,934.04	Reg. Sick Leave Days Used: 1,246.2 Avg. Sick Leave Days Per EE: 6.36	Converted Sick Leave To Vacation Days Used: 616.5 Converted Sick Leave To Vacation Used Expense: \$105,861.80
Injury Leave Used Expense: \$676.24	Injury Leave Days Used: 5.8	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 3 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$7,966.40	<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: \$13,397.21	Funeral Days Used: 81.6	Extraordinary Pay: \$1,685.60		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$2,620.10		

* 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 FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 9, 2009