

Veterans Home Facts – FY '08

http://www.iowaveteranshome.org/



General Information

Address: 13th and Summit
Marshalltown, IA 50158-5485

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

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|---------------|---------------|---------------------|----------------------------------|
| # FT EEs: 846 | # PT EEs: 116 | # Temporary EEs: 69 | Average Length of Service: 11.22 |
|---------------|---------------|---------------------|----------------------------------|

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| Span of Control: N/A | % Performance Evaluations Completed: N/A% | Total Unemployment Insurance Claims: N/A |
|----------------------|---|--|

| Employee Age Groups | | | | Supervisor Age Groups | | | | Females | | Males | |
|-----------------------------|-----|-------|-----|-------------------------------|----|-------|----|----------------------------------|--------|----------------------------------|--------|
| <25 | 51 | 45-54 | 298 | <25 | 0 | 45-54 | 26 | # of Females: | 693 | # of Males: | 153 |
| 25-34 | 136 | 55-64 | 173 | 25-34 | 4 | 55-64 | 15 | % of WF: | 81.91% | % of WF: | 18.09% |
| 35-44 | 180 | 65+ | 8 | 35-44 | 18 | 65+ | 0 | Average Age: | 44.39 | Average Age: | 47.54 |
| Employee Average Age: 44.95 | | | | Supervisor Average Age: 48.25 | | | | Average Length of Service: 11.21 | | Average Length of Service: 11.32 | |

| Minorities | | Breakout of Minorities | | Non-minorities | |
|----------------------------|-------|--------------------------|----|----------------------------|--------|
| # of Minorities: | 33 | # of African-American: | 8 | # of Non-minorities: | 809 |
| % of Workforce: | 3.90% | # of Asian: | 8 | % of Workforce: | 95.63% |
| Average Age: | 40.63 | # of American Indian: | 3 | Average Age: | 45.11 |
| Average Length of Service: | 7.47 | # of Hispanic or Latino: | 14 | Average Length of Service: | 11.40 |

| Persons With Disabilities | | Persons With Non-Disabilities | |
|---------------------------------|-------|-------------------------------------|--------|
| # of Persons With Disabilities: | 41 | # of Persons With Non-Disabilities: | 763 |
| % of Workforce: | 4.85% | % of Workforce: | 90.19% |
| Average Age: | 46.74 | Average Age: | 44.68 |
| Average Length of Service: | 15.06 | Average Length of Service: | 10.83 |

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|--|---|-------------------------------------|--|
| Officials/Administrators EEO Category 1: 30 | Professionals EEO Category 2: 203 | Technicians EEO Category 3: 102 | Protective Service: Sworn EEO Category 4: 6 |
| Protect. Serv.: Non-Sworn EEO Category 5: 0 | Administrative Services EEO Category 6: 68 | Skilled Craft EEO Category 7: 24 | Service/Maintenance EEO Category 8: 413 |

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|-----------------------|----------------------|---------------------|-------------------|
| Separation Rate: N/A% | Hire Rate: N/A% | Number Hires: 86 | Transfer In: N/A |
| Retirements: 15 | All Terminations: 30 | Voluntary Quits: 43 | Transfer Out: N/A |

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| # of Classes Used: 112 | Most Populous Classes: Resident Treatment Wkr (290), Licensed Practical Nurse (75), Nurse Clinician (52) | |
| Separations - By Class: | Residential Treatment Wkr (43), Licensed Practical Nurse (15), Food Service Worker (7) | |
| # Eligible for Retirement: | 144 in next 5 years | % Eligible: 17.02% |

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

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|---|---------------------------------------|---|---|--|
| Vacation Payouts: \$N/A | Sick Leave Payouts: \$N/A | Annual Payroll: \$N/A | Avg. Base Salary: \$44,461 | Overtime Days Worked: N/A |
| Overtime Cost: \$N/A | Reassignment Pay: \$N/A | Recruitment Bonus Pay: \$N/A | Retention Pay: \$N/A | Exceptional Job Performance Pay: \$N/A |
| Workers' Comp Payouts: \$N/A | Vacation Pay - Earned Value: \$N/A | Vacation Days Earned: N/A | Vacation Used Expense: \$N/A | Vacation Days Taken: N/A |
| Workers' Comp Days Used: N/A | Sick Leave Days Earned: N/A | Reg. Sick Leave Used Expense: \$N/A | Reg. Sick Leave Days Used: N/A | Converted Sick Leave To Vacation Days Used: N/A |
| | Sick Leave -Earned Value: \$N/A | | Avg. Sick Leave Days Per EE: N/A | Converted Sick Leave To Vacation Used Expense: \$N/A |
| Injury Leave Used Expense: \$N/A | Injury Leave Days Used: N/A | Classification Appeals: N/A | <u>Reclassifications</u> Up (Filled): N/A Up (Vacant): N/A Down (Filled): N/A Down (Vacant): N/A Lateral (Filled): N/A Lateral (Vacant): N/A Approx. Annual New Cost of Reclassified Positions:* \$N/A | <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: 2 |
| Funeral Leave Used Expense: \$N/A | Funeral Days Used: N/A | Extraordinary Pay: \$N/A | | |
| Jury Leave Used Expense: \$N/A | Jury Leave Days Used: N/A | Special Duty Pay: \$N/A | | |

* 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)

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| Females: Current Year (FY '09) RUU: N/A | Minorities: Current Year (FY '09) RUU: N/A | PWD: Year (FY '09) RUU: N/A |
| Current Year (FY '09) Goal: N/A | Current Year (FY '09) Goal: N/A | Current Year (FY '09) Goal: N/A |
| Goal Achievement (FY '08): N/A | Goal Achievement (FY '08): N/A | Goal Achievement (FY '08): N/A |

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 3, 2009