

Department for the Blind Facts – FY '07

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



General Information

Address: 524 Fourth Street
Des Moines, IA 50309-2364

Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 92	# PT EEs: 0	# Temporary EEs: 19	Average Length of Service: 14.47
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Span of Control: 8.36	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	34	<25	0	45-54	4	# of Females:	58	# of Males:	34
25-34	10	55-64	29	25-34	0	55-64	7	% of WF:	63.04%	% of WF:	36.96%
35-44	16	65+	3	35-44	0	65+	0	Average Age:	48.47	Average Age:	52.12
Employee Average Age: 49.82				Supervisor Average Age: 56.30				Average Length of Service: 13.56		Average Length of Service: 16.03	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	6	# of African-American:	2	# of Non-minorities:	85
% of Workforce:	6.52%	# of Asian:	2	% of Workforce:	92.39%
Average Age:	50.92	# of American Indian:	1	Average Age:	49.84
Average Length of Service:	16.46	# of Hispanic or Latino:	1	Average Length of Service:	14.38

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	26	# of Persons With Non-Disabilities:	61
% of Workforce:	28.26%	% of Workforce:	66.30%
Average Age:	51.05	Average Age:	49.60
Average Length of Service:	14.45	Average Length of Service:	14.47

Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 46	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 24	Skilled Craft EEO Category 7: 8	Service/Maintenance EEO Category 8: 0

Separation Rate: 9.18%	Hire Rate: 4.08%	Number Hires: 3	Transfer In: 1
Retirements: 3	All Terminations: 4	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 31	Most Populous Classes: Sr Svc Spec for the Blind 1 (30), Library Associate (7), Svcs Spec for the Blind 2(6)		
Separations - By Class:	Library Associate (3), 5 classes with 1 incumbent each		
# Eligible for Retirement:	24 in the next 5 years	% Eligible: 26.09%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$9,246.10	Sick Leave Payouts: \$271.15	Annual Payroll: \$4,697,865.01	Avg. Base Salary: \$48,874	Overtime Days Worked: 70.8
Overtime Cost: \$14,572.84	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$2,701.60
Workers' Comp Payouts: \$92,276.96	Vacation Pay - Earned Value: \$370,216.41	Vacation Days Earned: 1,938.4	Vacation Used Expense: \$344,072.00	Vacation Days Taken: 1,817.6
Workers' Comp Days Used: 45	Sick Leave Days Earned: 1,552.5 Sick Leave -Earned Value: \$278,530.54	Reg. Sick Leave Used Expense: \$161,693.39	Reg. Sick Leave Days Used: 956.4 Avg. Sick Leave Days Per EE: 10.40	Converted Sick Leave To Vacation Days Used: 271.0 Converted Sick Leave To Vacation Used Expense: \$54,082.04
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	Reclassifications Up (Filled): 0 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$(7,914.40)	Grievances Contract Grievances: 5 Disciplinary: 4 Language: 1 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$5,750.75	Funeral Days Used: 36.0	Extraordinary Pay: \$324.00		
Jury Leave Used Expense: \$93.60	Jury Leave Days Used: 0.6	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

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

Females: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	Minorities: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	PWD: Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A
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Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 15, 2008