

Department of Human Services Facts – FY '07

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



General Information

Address: Hoover Building
1305 East Walnut Street
Des Moines, IA 50319

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

# FT EEs: 5,625	# PT EEs: 37	# Temporary EEs: 128	Average Length of Service: 13.73
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Span of Control: 10.17	% Performance Evaluations Completed: 74.53%	Total Unemployment Insurance Claims: 101
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	166	45-54	1,982	<25	1	45-54	234	# of Females:	4,134	# of Males:	1,491
25-34	959	55-64	1,233	25-34	60	55-64	161	% of WF:	73.49%	% of WF:	26.51%
35-44	1,216	65+	69	35-44	99	65+	7	Average Age:	45.76	Average Age:	46.48
Employee Average Age: 45.95				Supervisor Average Age: 49.27				Average Length of Service: 13.74		Average Length of Service: 13.69	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	274	# of African-American:	116	# of Non-minorities:	5,126
% of Workforce:	5.35%	# of Asian:	63	% of Workforce:	91.13%
Average Age:	44.26	# of American Indian:	25	Average Age:	46.84
Average Length of Service:	10.87	# of Hispanic or Latino:	70	Average Length of Service:	15.77

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	248	# of Persons With Non-Disabilities:	4,824
% of Workforce:	4.41%	% of Workforce:	85.76%
Average Age:	55.76	Average Age:	46.66
Average Length of Service:	20.25	Average Length of Service:	14.61

Officials/Administrators EEO Category 1: 442	Professionals EEO Category 2: 1,866	Technicians EEO Category 3: 1,004	Protective Service: Sworn EEO Category 4: 231
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 648	Skilled Craft EEO Category 7: 121	Service/Maintenance EEO Category 8: 1,313

Separation Rate: 7.14%	Hire Rate: 10.90%	Number Hires: 561	Transfer In: 25
Retirements: 58	All Terminations: 95	Voluntary Quits: 188	Transfer Out: 43

# of Classes Used: 225	Most Populous Classes: Resident Treatment Wrkr (1,025), Income Maint Wrkr (697), Social Wrkr 2 (608)		
Separations - By Class:	Resident Treatment Wrkr (110), Social Wrkr 2 (46), Income Maint Wrkr 2 (28)		
# Eligible for Retirement:	1,089 in the next 5 years	% Eligible: 19.36%	

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

Vacation Payouts: \$1,423,842.46	Sick Leave Payouts: \$324,701.46	Annual Payroll: \$260,332,651.85	Avg. Base Salary: \$44,209	Overtime Days Worked: 30,440.2
Overtime Cost: \$6,812,597.50	Reassignment Pay: \$3,820.80	Recruitment Bonus Pay: \$11,463.20	Retention Pay: \$14,910.40	Exceptional Job Performance Pay: \$3,672.00
Workers' Comp Payouts: \$42,483,064.75	Vacation Pay - Earned Value: \$20,047,095.66	Vacation Days Earned: 114,104.0	Vacation Used Expense: \$18,977,044.98	Vacation Days Taken: 109,151.8
Workers' Comp Days Used: 9,498	Sick Leave Days Earned: 95,366.0 Sick Leave -Earned Value: \$13,756,195.54	Reg. Sick Leave Used Expense: \$7,681,520.36	Reg. Sick Leave Days Used: 47,539.7 Avg. Sick Leave Days Per EE: 8.45	Converted Sick Leave To Vacation Days Used: 7,451.6 Converted Sick Leave To Vacation Used Expense: \$1,400,460.48
Injury Leave Used Expense: \$29,595.96	Injury Leave Days Used: 175.9	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 32 Up (Vacant): 3 Down (Filled): 12 Down (Vacant): 1 Lateral (Filled): 2 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$110,730.83	<u>Grievances</u> Contract Grievances: 148 Disciplinary: 110 Language: 38 Non-Contract Grievances: 5 Disciplinary: 2 Language: 3 Arbitrations: 4
Funeral Leave Used Expense: \$218,359.50	Funeral Days Used: 1,286.9	Extraordinary Pay: \$31,506.40		
Jury Leave Used Expense: \$16,211.04	Jury Leave Days Used: 98.5	Special Duty Pay: \$10,958.40		

* 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 '08) RUU: No Current Year (FY '08) Goal: N/A	Minorities: Current Year (FY '08) RUU: 75 Current Year (FY '08) Goal: 13	PWD: Year (FY '08) RUU: 322 Current Year (FY '08) Goal: 68
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