

# Dept of DHS-Cherokee (407) Facts – FY '07

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



## General Information

**Address:** Cherokee Mental Health Institute  
1251 West Cedar Loop  
Cherokee, IA 51012

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

# FT EEs: 199	# PT EEs: 8	# Temporary EEs: 3	Average Length of Service: 17.15
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Span of Control: 12.24	% Performance Evaluations Completed: 98.0%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	92	<25	0	45-54	11	# of Females:	138	# of Males:	61
25-34	16	55-64	60	25-34	0	55-64	5	% of WF:	69.35%	% of WF:	30.65%
35-44	25	65+	3	35-44	1	65+	1	Average Age:	49.73	Average Age:	50.04
Employee Average Age: 49.82				Supervisor Average Age: 53.40				Average Length of Service: 17.36		Average Length of Service: 16.66	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1	# of African-American:	0	# of Non-minorities:	195
% of Workforce:	0.50%	# of Asian:	0	% of Workforce:	97.99%
Average Age:	51.17	# of American Indian:	1	Average Age:	49.95
Average Length of Service:	0.28	# of Hispanic or Latino:	0	Average Length of Service:	17.42

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	8	# of Persons With Non-Disabilities:	162
% of Workforce:	4.02%	% of Workforce:	81.41%
Average Age:	47.50	Average Age:	49.52
Average Length of Service:	19.10	Average Length of Service:	16.40

Officials/Administrators EEO Category 1: 8	Professionals EEO Category 2: 60	Technicians EEO Category 3: 22	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 19	Skilled Craft EEO Category 7: 23	Service/Maintenance EEO Category 8: 67

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 6	Transfer In: N/A
Retirements: 4	All Terminations: 4	Voluntary Quits: 2	Transfer Out: N/A

# of Classes Used: 63	Most Populous Classes: Resident Treatment Wkr (38), Registered Nurse (23), Licensed Practical Nurse (17)		
Separations - By Class:	Resident Treatment Wkr (6), Admin of Nursing (1), LPN (1), RN (1), Secretary 1 (1)		
# Eligible for Retirement:	69 in the next 5 years	% Eligible: 34.67%	

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

Vacation Payouts: \$50,813.33	Sick Leave Payouts: \$16,000.00	Annual Payroll: \$9,763,811.28	Avg. Base Salary: \$46,250.00	Overtime Days Worked: 78.1
Overtime Cost: \$28,922.28	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$2,321,518.29	Vacation Pay - Earned Value: \$787,178.46	Vacation Days Earned: 4,406.6	Vacation Used Expense: \$773,722.55	Vacation Days Taken: 4,430.3
Workers' Comp Days Used: 1,366	Sick Leave Days Earned: 3,430.4	Reg. Sick Leave Used Expense: \$314,781.11	Reg. Sick Leave Days Used: 1,891.2	Converted Sick Leave To Vacation Days Used: 298.5
	Sick Leave -Earned Value: \$576,765.32		Avg. Sick Leave Days Per EE: 9.50	Converted Sick Leave To Vacation Used Expense: \$56,599.68
Injury Leave Used Expense: \$8,134.86	Injury Leave Days Used: 44.6	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 1 Down (Filled): 2 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$(4,728.52)	<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: \$0	Funeral Days Used: 0	Extraordinary Pay: \$8,336.00		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	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)

<b>Females:</b> Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	<b>Minorities:</b> Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	<b>PWD:</b> Year (FY '08) RUU: N/A Current Year (FY '08) 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: July 25, 2008