

# Dept of DHS-Mt. Pleasant (410) Facts – FY '07

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



## General Information

**Address:** Mount Pleasant Mental Health Institute  
1200 East Washington Street  
Mount Pleasant, IA 52641

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

# FT EEs: 94	# PT EEs: 0	# Temporary EEs: 4	Average Length of Service: 11.97
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Span of Control: 15.67	% Performance Evaluations Completed: 77.3%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	32	<25	0	45-54	3	# of Females:	61	# of Males:	33
25-34	11	55-64	24	25-34	0	55-64	2	% of WF:	64.89%	% of WF:	35.11%
35-44	24	65+	2	35-44	2	65+	0	Average Age:	47.47	Average Age:	48.42
Employee Average Age: 47.80				Supervisor Average Age: 51.06				Average Length of Service: 11.77		Average Length of Service: 12.35	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	5	# of African-American:	5	# of Non-minorities:	87
% of Workforce:	5.32%	# of Asian:	0	% of Workforce:	92.55%
Average Age:	53.24	# of American Indian:	0	Average Age:	47.71
Average Length of Service:	16.78	# of Hispanic or Latino:	0	Average Length of Service:	11.69

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	6	# of Persons With Non-Disabilities:	77
% of Workforce:	6.38%	% of Workforce:	81.91%
Average Age:	54.51	Average Age:	47.49
Average Length of Service:	19.76	Average Length of Service:	10.62

Officials/Administrators EEO Category 1: 3	Professionals EEO Category 2: 37	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 9	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 42

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 16	Transfer In: N/A
Retirements: 2	All Terminations: 1	Voluntary Quits: 4	Transfer Out: N/A

# of Classes Used: 23	Most Populous Classes: Resident Treatment Wrkr. (41), Registered Nurse (11), Drug Abuse Counselor 2 (7)		
Separations - By Class:	Resident Treatment Worker (6), Secretary 1 (1)		
# Eligible for Retirement:	19 in the next 5 years	% Eligible: 20.21%	

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

Vacation Payouts: \$26,656.27	Sick Leave Payouts: \$4,101.38	Annual Payroll: \$4,377,218.45	Avg. Base Salary: \$44,875.56	Overtime Days Worked: 457.4
Overtime Cost: \$110,427.97	Reassignment Pay: \$0	Recruitment Bonus Pay: \$5,314.40	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$548,001.58	Vacation Pay - Earned Value: \$300,192.78	Vacation Days Earned: 1,720.8	Vacation Used Expense: \$276,410.94	Vacation Days Taken: 1,594.9
Workers' Comp Days Used: 98	Sick Leave Days Earned: 1,510.8  Sick Leave -Earned Value: \$257,288.76	Reg. Sick Leave Used Expense: \$148,203.67	Reg. Sick Leave Days Used: 827.4  Avg. Sick Leave Days Per EE: 8.80	Converted Sick Leave To Vacation Days Used: 112.0  Converted Sick Leave To Vacation Used Expense: \$20,950.00
Injury Leave Used Expense: \$1,764.80	Injury Leave Days Used: 9.8	Classification Appeals: N/A	Reclassifications Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	Grievances 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: \$7,787.84	Funeral Days Used: 47.8	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$225.39	Jury Leave Days Used: 1.4	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