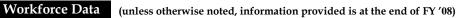
Department of Elder Affair Facts - FY '08

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

General Information

Address: Jesse M. Parker Building 510 E. 12th Street

Des Moines, IA 50319-9025



Span of Control: N/A % Performance Evaluations Completed: 100% Total Unemployment Insurance Claims: 0

Employee Age Groups			Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>		
<25	0	45-54	8	<25	0	45-54	2	# of Females:	31	# of Males:	6
25-34	6	55-64	14	25-34	0	55-64	1	% of WF:	83.78%	% of WF:	16.22%
35-44	8	65+	1	35-44	1	65+	0	Average Age:	47.92	Average Age:	51.38
Employee Average Age: 48.48 Supervisor Av			sor Ave	rage Age:	50.81	Average Length	of Service: 9.33	Average Length	of Service: 9.00		

<u>Minorities</u>		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities: 3		# of African-American:	2	# of Non-minorities:	34
% of Workforce:	8.11%	# of Asian:	1	% of Workforce:	91.89%
Average Age:	52.05	# of American Indian:	0	Average Age:	48.17
Average Length of Service:	14.72	# of Hispanic or Latino:	0	Average Length of Service:	8.79

Persons With Disabil	<u>ities</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	2	# of Persons With Non-Disabilit	ties: 33	
% of Workforce:	5.41%	% of Workforce:	89.19%	
Average Age:	58.25	Average Age:	47.82	
Average Length of Service:	8.14	Average Length of Service:	9.63	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 15	EEO Category 2: 16	EEO Category 3: 3	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 3	EEO Category 7: 0	EEO Category 8: 0
Separation Rate: 10.00%	Hire Rate: 26.67%	Number Hires: 6	Transfer In: 2
Retirements: 0	All Terminations: 1	Voluntary Quits: 1	Transfer Out: 1

# of Classes Used: 18	Most Populous Classes: Executive Off 2 (8), Long Term Care Ombudsman (8), Exec Off 1 (3)				
Separations - By Class:	Human Resources Associate (1), Progr	am Planner 3 (1)			
# Eligible for Retirement:	7 in next 5 years	% Eligible: 18.92%			

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

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:	
\$8,403.80	\$14.64	\$2,053,113.29	\$57,058	16.5	
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:	
\$4,098.47	\$0	\$5,000.00	\$3,599.20	\$2,500.00	
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:	
\$0	Value: \$139,532.55	649.2	\$125,853.98	604.6	
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To	
Used: 0	603.7	Expense:	271.6	Vacation Days Used:	
		\$53,189.55		91.1	
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:		
	Value:		7.34	Converted Sick Leave To	
	\$126,724.72			Vacation Used Expense:	
				\$21,992.92	
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	Reclassifications	<u>Grievances</u>	
Expense:	0	0	Up (Filled): 6	Contract Grievances: 0	
\$0			Up (Vacant): 0	Disciplinary: 0	
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 1	Language: 0	
Expense:	8.3	\$736.00	Down (Vacant): 0	Non-Contract Grievances: 0	
\$1,624.05			Lateral (Filled): 1	Disciplinary: 0	
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 0	
Expense:	0	\$0	Approx. Annual New Cost of	Arbitrations: 0	
\$0			Reclassified Positions:*		
			\$24,367.20		

^{*} 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:	2
Current Year (FY '09) Goal:	N/A	Current Year (FY '09) Goal:	N/A	Current Year (FY '09) Goal:	2
Goal Achievement (FY '08):	N/A	Goal Achievement (FY '08):	N/A	Goal Achievement (FY '08): No,	0/2

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 6, 2009

