

# Department for the Blind Facts – FY '08

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 '08)

# FT EEs: 89	# PT EEs: 0	# Temporary EEs: 11	Average Length of Service: 15.50
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Span of Control: 8.70	% Performance Evaluations Completed: 96%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	27	<25	0	45-54	4	# of Females:	56	# of Males:	33
25-34	8	55-64	33	25-34	0	55-64	7	% of WF:	62.92%	% of WF:	37.08%
35-44	17	65+	4	35-44	0	65+	0	Average Age:	48.93	Average Age:	53.33
Employee Average Age: 50.56				Supervisor Average Age: 57.29				Average Length of Service: 14.46		Average Length of Service: 17.25	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	6	# of African-American:	2	# of Non-minorities:	82
% of Workforce:	6.74%	# of Asian:	2	% of Workforce:	92.13%
Average Age:	51.91	# of American Indian:	1	Average Age:	50.56
Average Length of Service:	17.45	# of Hispanic or Latino:	1	Average Length of Service:	15.40

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	27	# of Persons With Non-Disabilities:	58
% of Workforce:	30.34%	% of Workforce:	65.16%
Average Age:	51.15	Average Age:	50.52
Average Length of Service:	14.88	Average Length of Service:	15.56

Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 44	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: 22	Skilled Craft EEO Category 7: 9	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.24%	Hire Rate: 2.09%	Number Hires: 2	Transfer In: 0
Retirements: 1	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 3

# of Classes Used: 30	Most Populous Classes: Sr Svc Spec for the Blind 1 (28), Library Associate (7), Svcs Spec for the Blind 2 (7)		
Separations - By Class:	Braille Transcriber (1), Svcs Spec for the Blind 1 (1)		
# Eligible for Retirement:	30 in the next 5 years	% Eligible: 33.71%	

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

Vacation Payouts: \$37,313.90	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$4,714,236.23	Avg. Base Salary: \$51,403	Overtime Days Worked: 66.9
Overtime Cost: \$15,078.84	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$379,527.23	Vacation Days Earned: 1,882.6	Vacation Used Expense: \$347,441.10	Vacation Days Taken: 1,849.1
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,479.5	Reg. Sick Leave Used Expense: \$131,817.87	Reg. Sick Leave Days Used: 755.5	Converted Sick Leave To Vacation Days Used: 201.5
	Sick Leave -Earned Value: \$276,447.71		Avg. Sick Leave Days Per EE: 8.49	Converted Sick Leave To Vacation Used Expense: \$42,677.96
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> 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:* \$-4,586.40	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$7,524.42	Funeral Days Used: 37.8	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,565.00	Jury Leave Days Used: 8.3	Special Duty Pay: \$0		

\* 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)

<b>Females:</b> Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	<b>Minorities:</b> Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	<b>PWD:</b> Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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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 4, 2009