

Dept of DHS-Assist Payments (413) Facts – FY '08

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



General Information

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

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 30	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 15.47
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Span of Control: 27.00	% Performance Evaluations Completed: 11%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	8	<25	0	45-54	0	# of Females:	27	# of Males:	3
25-34	3	55-64	10	25-34	0	55-64	0	% of WF:	90.00%	% of WF:	10.00%
35-44	9	65+	0	35-44	1	65+	0	Average Age:	48.49	Average Age:	47.26
Employee Average Age: 48.37				Supervisor Average Age: 40.53				Average Length of Service: 16.47		Average Length of Service: 6.46	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	0	# of Non-minorities:	27
% of Workforce:	6.67%	# of Asian:	0	% of Workforce:	90.00%
Average Age:	48.27	# of American Indian:	1	Average Age:	48.25
Average Length of Service:	19.49	# of Hispanic or Latino:	1	Average Length of Service:	15.38

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	21
% of Workforce:	23.33%	% of Workforce:	70.00%
Average Age:	52.69	Average Age:	46.69
Average Length of Service:	18.42	Average Length of Service:	14.85

Officials/Administrators EEO Category 1: 1	Professionals EEO Category 2: 11	Technicians EEO Category 3: 12	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 6	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 0	Transfer In: 0
Retirements: 1	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 13	Most Populous Classes: Income Maint Worker 3 (6), Clerk-Specialist (5), 3 classes with 3 incumbents each		
Separations - By Class:	Income Maintenance Wrkr 3 (2)		
# Eligible for Retirement:	10 in next 5 years	% Eligible: 33.33%	

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

Vacation Payouts: \$503.89	Sick Leave Payouts: \$679.61	Annual Payroll: \$1,685,098.10	Avg. Base Salary: \$56,929	Overtime Days Worked: 18.9
Overtime Cost: \$5,377.92	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$144,239.55	Vacation Days Earned: 649.9	Vacation Used Expense: \$135,354.42	Vacation Days Taken: 633.2
Workers' Comp Days Used: 0	Sick Leave Days Earned: 452.9	Reg. Sick Leave Used Expense: \$51,185.19	Reg. Sick Leave Days Used: 252.8	Converted Sick Leave To Vacation Days Used: 26.7
	Sick Leave -Earned Value: \$96,286.78		Avg. Sick Leave Days Per EE: 8.43	Converted Sick Leave To Vacation Used Expense: \$6,078.74
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$9,588.80	<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: \$1,411.68	Funeral Days Used: 5.0	Extraordinary Pay: \$0		
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 '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: 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 10, 2009