

Dept of DHS-Mt. Pleasant (410) Facts – FY '08

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 '08)

# FT EEs: 93	# PT EEs: 0	# Temporary EEs: 2	Average Length of Service: 12.00
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Span of Control: 15.67	% Performance Evaluations Completed: 98%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	29	<25	0	45-54	3	# of Females:	60	# of Males:	33
25-34	9	55-64	29	25-34	0	55-64	2	% of WF:	64.52%	% of WF:	35.48%
35-44	23	65+	2	35-44	1	65+	0	Average Age:	48.65	Average Age:	49.26
Employee Average Age: 48.87				Supervisor Average Age: 50.33				Average Length of Service: 11.72		Average Length of Service: 12.51	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	4	# of African-American:	4	# of Non-minorities:	88
% of Workforce:	4.30%	# of Asian:	0	% of Workforce:	94.62%
Average Age:	52.19	# of American Indian:	0	Average Age:	48.68
Average Length of Service:	19.98	# of Hispanic or Latino:	0	Average Length of Service:	11.50

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	5	# of Persons With Non-Disabilities:	76
% of Workforce:	5.38%	% of Workforce:	81.72%
Average Age:	54.12	Average Age:	48.83
Average Length of Service:	23.11	Average Length of Service:	10.52

Officials/Administrators EEO Category 1: 2	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: 8	Skilled Craft EEO Category 7: 1	Service/Maintenance EEO Category 8: 42

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 9	Transfer In: 1
Retirements: 1	All Terminations: 1	Voluntary Quits: 5	Transfer Out: 6

# of Classes Used: 22	Most Populous Classes: Resident Treatment Wrkr. (42), Registered Nurse (11), Drug Abuse Counselor 2 (8)		
Separations - By Class:	Registered Nurse (3), 4 classes with 1 incumbent each		
# Eligible for Retirement:	28 in next 5 years	% Eligible: 30.11%	

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

Vacation Payouts: \$22,930.30	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$4,609,143.85	Avg. Base Salary: \$45,023	Overtime Days Worked: 716.7
Overtime Cost: \$178,805.36	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$988.00	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$4,903.25	Vacation Pay - Earned Value: \$307,293.77	Vacation Days Earned: 1,761.2	Vacation Used Expense: \$279,501.08	Vacation Days Taken: 1,557.2
Workers' Comp Days Used: 67	Sick Leave Days Earned: 1,609.3 Sick Leave -Earned Value: \$268,777.90	Reg. Sick Leave Used Expense: \$169,473.45	Reg. Sick Leave Days Used: 1,018.8 Avg. Sick Leave Days Per EE: 10.95	Converted Sick Leave To Vacation Days Used: 91.5 Converted Sick Leave To Vacation Used Expense: \$16,507.20
Injury Leave Used Expense: \$2,852.82	Injury Leave Days Used: 18.6	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-34,143.20	<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: \$9,599.91	Funeral Days Used: 59.1	Extraordinary Pay: \$792.00		
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 '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