

Dept of DHS-Woodward (412) Facts – FY '08

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



General Information

Address: Woodward Resource Center
1251 334th Street
Woodward, IA 50276

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

# FT EEs: 729	# PT EEs: 4	# Temporary EEs: 58	Average Length of Service: 14.28
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Span of Control: 9.16	% Performance Evaluations Completed: 60%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	42	45-54	325	<25	0	45-54	37	# of Females:	451	# of Males:	278
25-34	112	55-64	135	25-34	16	55-64	20	% of WF:	61.87%	% of WF:	38.13%
35-44	106	65+	9	35-44	8	65+	3	Average Age:	45.23	Average Age:	46.80
Employee Average Age: 45.83				Supervisor Average Age: 48.46				Average Length of Service: 14.48		Average Length of Service: 13.95	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	35	# of African-American:	14	# of Non-minorities:	669
% of Workforce:	4.80%	# of Asian:	9	% of Workforce:	91.77%
Average Age:	43.02	# of American Indian:	3	Average Age:	46.14
Average Length of Service:	6.52	# of Hispanic or Latino:	9	Average Length of Service:	15.06

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	39	# of Persons With Non-Disabilities:	598
% of Workforce:	5.35%	% of Workforce:	82.03%
Average Age:	50.41	Average Age:	45.38
Average Length of Service:	19.37	Average Length of Service:	13.88

Officials/Administrators EEO Category 1: 81	Professionals EEO Category 2: 96	Technicians EEO Category 3: 31	Protective Service: Sworn EEO Category 4: 1
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 40	Skilled Craft EEO Category 7: 32	Service/Maintenance EEO Category 8: 448

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 73	Transfer In: 0
Retirements: 15	All Terminations: 30	Voluntary Quits: 18	Transfer Out: 2

# of Classes Used: 101	Most Populous Classes: Resident Treatment Wrkr (363), Resident Treatment Sup (42), Resident Treatment Tech (27)
Separations - By Class:	Resident Treatment Wrkr (34), Typist-Advanced (5), Custodial Wrkr (3), Treatment Prog Mgr (3)
# Eligible for Retirement:	174 in next 5 years % Eligible: 23.87%

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

Vacation Payouts: \$152,472.21	Sick Leave Payouts: \$25,833.74	Annual Payroll: \$35,178,620.27	Avg. Base Salary: \$42,259	Overtime Days Worked: 9,687.2
Overtime Cost: \$2,130,988.75	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$11,788.60	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$90,589.00	Vacation Pay - Earned Value: \$2,373,875.08	Vacation Days Earned: 14,176.1	Vacation Used Expense: \$2,165,419.04	Vacation Days Taken: 12,781.4
Workers' Comp Days Used: 1,328	Sick Leave Days Earned: 12,120.3 Sick Leave -Earned Value: \$1,894,840.78	Reg. Sick Leave Used Expense: \$1,342,512.19	Reg. Sick Leave Days Used: 8,445.4 Avg. Sick Leave Days Per EE: 11.58	Converted Sick Leave To Vacation Days Used: 232.5 Converted Sick Leave To Vacation Used Expense: \$45,511.28
Injury Leave Used Expense: \$19,571.94	Injury Leave Days Used: 125.7	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 2 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$4,669.60	<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: \$0	Funeral Days Used: 0	Extraordinary Pay: \$8,300.00		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$5,728.00		

* 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