

Department for the Blind Facts – FY '09

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 '09)

# FT EEs: 86	# PT EEs: 0	# Temporary EEs: 5	Average Length of Service: 15.93
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Span of Control: 7.73	% Performance Evaluations Completed: 96.51%	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	24	<25	0	45-54	3	# of Females:	56	# of Males:	30
25-34	8	55-64	35	25-34	0	55-64	8	% of WF:	65.12%	% of WF:	34.88%
35-44	16	65+	3	35-44	0	65+	0	Average Age:	49.19	Average Age:	53.96
Employee Average Age: 50.86				Supervisor Average Age: 57.00				Average Length of Service: 14.52		Average Length of Service: 18.58	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	4	# of African-American:	1	# of Non-minorities:	81
% of Workforce:	4.65%	# of Asian:	1	% of Workforce:	94.19%
Average Age:	53.85	# of American Indian:	1	Average Age:	50.80
Average Length of Service:	15.81	# of Hispanic or Latino:	1	Average Length of Service:	15.98

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	23	# of Persons With Non-Disabilities:	59
% of Workforce:	26.74%	% of Workforce:	68.60%
Average Age:	51.45	Average Age:	50.81
Average Length of Service:	14.90	Average Length of Service:	16.08

Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 42	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: 8	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.71%	Hire Rate: 3.43%	Number Hires: 2	Transfer In: 1
Retirements: 3 (1 was SLIP)	All Terminations: 0	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 30	Most Populous Classes: Sr Svc Spec for the Blind 1 (26), Library Associate (7), Svcs Spec for the Blind 2 (6)		
Separations - By Class:	Svcs Spec for the Blind 1 (1), Svcs Spec for the Blind 3 (1), Acctg Tech 2 (1), Director Dept for the Blind (1), Power Plant Eng 2 (1)		
# Eligible for Retirement:	29 in the next 5 years	% Eligible: 33.72%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$33,555.90	Sick Leave Payouts: \$6,000.00	Annual Payroll: \$5,367,571	Avg. Base Salary: \$53,367.73	Overtime Days Worked: 261.2
Overtime Cost: \$69,567.20	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$393,555.19	Vacation Days Earned: 1,867.5	Vacation Used Expense: \$348,446.25	Vacation Days Taken: 1,653.6
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,418.2	Reg. Sick Leave Used Expense: \$153,349.13	Reg. Sick Leave Days Used: 828.0	Converted Sick Leave To Vacation Days Used: 169.0
	Sick Leave -Earned Value: \$275,753.83		Avg. Sick Leave Days Per EE: 9.63	Converted Sick Leave To Vacation Used Expense: \$37,264.64
Injury Leave Used Expense: \$699.52	Injury Leave Days Used: 5.1	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:* \$-2,496.00	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$2,819.34	Funeral Days Used: 16.1	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$187.25	Jury Leave Days Used: 0.6	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 0	Minorities: Begin of Year (FY '09) UU: 0	PWD: Begin of Year (FY '09) UU: 0
Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0
End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 0

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009