

# Department of Human Services Facts – FY '09

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



## General Information

**Address:** Hoover Building  
1305 East Walnut Street  
Des Moines, IA 50319

## Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 5,767	# PT EEs: 31	# Temporary EEs: 140	Average Length of Service: 13.54
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Span of Control: 10.06	% Performance Evaluations Completed: 95.18%	Total Unemployment Insurance Claims: 146
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	133	45-54	1,923	<25	0	45-54	219	# of Females:	4,243	# of Males:	1,524
25-34	1,066	55-64	1,335	25-34	63	55-64	179	% of WF:	73.57%	% of WF:	26.43%
35-44	1,221	65+	89	35-44	104	65+	10	Average Age:	45.72	Average Age:	46.84
Employee Average Age: 46.02				Supervisor Average Age: 49.30				Average Length of Service: 13.57		Average Length of Service: 13.44	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	318	# of African-American:	131	# of Non-minorities:	5,238
% of Workforce:	5.51%	# of Asian:	67	% of Workforce:	90.83%
Average Age:	43.32	# of American Indian:	26	Average Age:	46.33
Average Length of Service:	10.08	# of Hispanic or Latino:	94	Average Length of Service:	14.11

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	218	# of Persons With Non-Disabilities:	5,019
% of Workforce:	3.78%	% of Workforce:	87.03%
Average Age:	52.72	Average Age:	45.43
Average Length of Service:	20.08	Average Length of Service:	12.95

Officials/Administrators EEO Category 1: 449	Professionals EEO Category 2: 1,967	Technicians EEO Category 3: 1,041	Protective Service: Sworn EEO Category 4: 234
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 631	Skilled Craft EEO Category 7: 127	Service/Maintenance EEO Category 8: 1,318

Separation Rate: 7.78%	Hire Rate: 7.26%	Number Hires: 403	Transfer In: 16
Retirements: 152 (97 were SLIP)	All Terminations: 88	Voluntary Quits: 180	Transfer Out: 29

# of Classes Used: 219	Most Populous Classes: Resident Treatment Wrkr (1,044), Income Maint Wrkr 2 (714), Social Wrkr 2 (620)		
Separations - By Class:	Resident Treatment Wrkr (100), Income Maint Wrkr 2 (57), Social Wrkr 2 (25)		
# Eligible for Retirement:	1,373 in next 5 years	% Eligible: 23.81%	

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

Vacation Payouts: \$1,266,111.84	Sick Leave Payouts: \$283,493.07	Annual Payroll: \$293,074,239.91	Avg. Base Salary: \$47,487.20	Overtime Days Worked: 39,289.0
Overtime Cost: \$9,307,210.53	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$2,821.60	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$356,143.13	Vacation Pay - Earned Value: \$21,903,832.43	Vacation Days Earned: 115,860.3	Vacation Used Expense: \$20,360,275.01	Vacation Days Taken: 108,138.5
Workers' Comp Days Used: 4,996	Sick Leave Days Earned: 88,550.2	Reg. Sick Leave Used Expense: \$9,139,514.65	Reg. Sick Leave Days Used: 52,444.2	Converted Sick Leave To Vacation Days Used: 5,759.9
	Sick Leave -Earned Value: \$15,319,002.65		Avg. Sick Leave Days Per EE: 9.09	Converted Sick Leave To Vacation Used Expense: \$1,179,966.12
Injury Leave Used Expense: \$52,584.24	Injury Leave Days Used: 308.5	Classification Appeals: 3	<b>Reclassifications</b> Up (Filled): 15 Up (Vacant): 4 Down (Filled): 7 Down (Vacant): 2 Lateral (Filled): 14 Lateral (Vacant): 2 Approx. Annual New Cost of Reclassified Positions:* \$37,595.06	<b>Grievances</b> Contract Grievances: 126 Disciplinary: 93 Language: 33 Non-Contract Grievances: 4 Disciplinary: 3 Language: 1 Arbitrations: 0
Funeral Leave Used Expense: \$136,990.39	Funeral Days Used: 766.3	Extraordinary Pay: \$43,209.60		
Jury Leave Used Expense: \$30,327.13	Jury Leave Days Used: 157.9	Special Duty Pay: \$25,740.00		

\* 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)

<b>Females:</b> Begin of Year (FY '09) UU: 125	<b>Minorities:</b> Begin of Year (FY '09) UU: 80	<b>PWD:</b> Begin of Year (FY '09) UU: 393
Gains/Losses (FY '09): 2	Gains/Losses (FY '09): 4	Gains/Losses (FY '09): -6
End of Year (FY '09) UU: 123	End of Year (FY '09) UU: 76	End of Year (FY '09) UU: 399