

Dept of DHS-Mt. Pleasant (410) Facts – FY '09

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 '09)

# FT EEs: 92	# PT EEs: 0	# Temporary EEs: 3	Average Length of Service: 12.46
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Span of Control: 15.17	% Performance Evaluations Completed: 98.91%	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	25	<25	0	45-54	3	# of Females:	60	# of Males:	32
25-34	11	55-64	34	25-34	0	55-64	2	% of WF:	65.22%	% of WF:	34.78%
35-44	22	65+	0	35-44	1	65+	0	Average Age:	47.95	Average Age:	50.25
Employee Average Age: 48.75				Supervisor Average Age: 51.33				Average Length of Service: 11.71		Average Length of Service: 13.87	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	4	# of African-American:	4	# of Non-minorities:	87
% of Workforce:	4.40%	# of Asian:	0	% of Workforce:	95.60%
Average Age:	53.19	# of American Indian:	0	Average Age:	48.50
Average Length of Service:	20.97	# of Hispanic or Latino:	0	Average Length of Service:	11.93

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	5	# of Persons With Non-Disabilities:	76
% of Workforce:	6.17%	% of Workforce:	93.83%
Average Age:	55.12	Average Age:	48.41
Average Length of Service:	24.11	Average Length of Service:	10.82

Officials/Administrators EEO Category 1: 2	Professionals EEO Category 2: 37	Technicians EEO Category 3: 5	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: 1	Service/Maintenance EEO Category 8: 41

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 5	Transfer In: N/A
Retirements: 2 (neither were SLIP)	All Terminations: 1	Voluntary Quits: 3	Transfer Out: N/A

# of Classes Used: 23	Most Populous Classes: Resident Treatment Wrkr. (41), Registered Nurse (11), Drug Abuse Counselor 2 (7)		
Separations - By Class:	Resident Treatment Worker (2), 4 classes with 1 incumbent each		
# Eligible for Retirement:	28 in next 5 years	% Eligible: 30.43%	

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

Vacation Payouts: \$3,623.12	Sick Leave Payouts: \$2,104.18	Annual Payroll: \$4,650,522.63	Avg. Base Salary: \$46,861.72	Overtime Days Worked: 410.0
Overtime Cost: \$108,993.31	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$912.00	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,961.09	Vacation Pay - Earned Value: \$316,741.84	Vacation Days Earned: 1,754.2	Vacation Used Expense: \$301,972.27	Vacation Days Taken: 1,663.5
Workers' Comp Days Used: 27	Sick Leave Days Earned: 1,628.3 Sick Leave -Earned Value: \$283,509.15	Reg. Sick Leave Used Expense: \$169,337.01	Reg. Sick Leave Days Used: 975.3 Avg. Sick Leave Days Per EE: 10.60	Converted Sick Leave To Vacation Days Used: 50.5 Converted Sick Leave To Vacation Used Expense: \$8,657.40
Injury Leave Used Expense: \$2,325.68	Injury Leave Days Used: 14.2	Classification Appeals: N/A	Reclassifications Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	Grievances 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: \$7,606.79	Funeral Days Used: 43.3	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 '09. Vacancies and laterals were not calculated into the "cost."

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

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