

Department of Public Health Facts – FY '09

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



General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319

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

# FT EEs: 445	# PT EEs: 9	# Temporary EEs: 56	Average Length of Service: 11.25
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Span of Control: 12.56	% Performance Evaluations Completed: 98.43%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	4	45-54	126	<25	0	45-54	10	# of Females:	323	# of Males:	122
25-34	88	55-64	127	25-34	1	55-64	16	% of WF:	72.58%	% of WF:	27.42%
35-44	90	65+	10	35-44	8	65+	1	Average Age:	47.44	Average Age:	46.44
Employee Average Age: 47.16				Supervisor Average Age: 52.10				Average Length of Service: 11.61		Average Length of Service: 10.30	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	30	# of African-American:	14	# of Non-minorities:	413
% of Workforce:	6.74%	# of Asian:	9	% of Workforce:	92.81%
Average Age:	47.52	# of American Indian:	2	Average Age:	47.13
Average Length of Service:	10.20	# of Hispanic or Latino:	5	Average Length of Service:	11.33

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	33	# of Persons With Non-Disabilities:	394
% of Workforce:	7.42%	% of Workforce:	88.54%
Average Age:	55.43	Average Age:	46.21
Average Length of Service:	17.75	Average Length of Service:	10.52

Officials/Administrators EEO Category 1: 85	Professionals EEO Category 2: 273	Technicians EEO Category 3: 12	Protective Service: Sworn EEO Category 4: 4
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 71	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.25%	Hire Rate: 7.98%	Number Hires: 29	Transfer In: 6
Retirements: 9 (3 were SLIP)	All Terminations: 2	Voluntary Quits: 6	Transfer Out: 6

# of Classes Used: 75	Most Populous Classes: Community Health Consultant (84), Executive Officer 2 (32), Program Planner 3 (24)	
Separations - By Class:	Community Health Consultant (5), Health Professions Investigator (2), 10 classes with 1 incumbent each	
# Eligible for Retirement:	106 in next 5 years	% Eligible: 23.82%

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

Vacation Payouts: \$96,731.95	Sick Leave Payouts: \$18,004.87	Annual Payroll: \$28,575,313	Avg. Base Salary: \$62,191.59	Overtime Days Worked: 858.8
Overtime Cost: \$248,791.78	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$2,158.01	Vacation Pay - Earned Value: \$2,011,136.56	Vacation Days Earned: 8,433.2	Vacation Used Expense: \$1,824,182.33	Vacation Days Taken: 7,535.7
Workers' Comp Days Used: 23	Sick Leave Days Earned: 7,415.8 Sick Leave -Earned Value: \$1,704,512.27	Reg. Sick Leave Used Expense: \$836,040.10	Reg. Sick Leave Days Used: 3,756.0 Avg. Sick Leave Days Per EE: 8.44	Converted Sick Leave To Vacation Days Used: 625.5 Converted Sick Leave To Vacation Used Expense: \$173,931.76
Injury Leave Used Expense: \$715.49	Injury Leave Days Used: 3.0	Classification Appeals: 0	Reclassifications Up (Filled): 9 Up (Vacant): 1 Down (Filled): 2 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$49,088.00	Grievances Contract Grievances: 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$46,103.74	Funeral Days Used: 185.7	Extraordinary Pay: \$449.60		
Jury Leave Used Expense: \$1,031.48	Jury Leave Days Used: 4.5	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: 2	Minorities: Begin of Year (FY '09) UU: 3	PWD: Begin of Year (FY '09) UU: 13
Gains/Losses (FY '09): -1	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): -2
End of Year (FY '09) UU: 3	End of Year (FY '09) UU: 3	End of Year (FY '09) UU: 15

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: January 2010