

# Veterans Home Facts – FY '09

http://www.iowaveteranshome.org/



## General Information

**Address:** 13<sup>th</sup> and Summit  
Marshalltown, IA 50158-5485

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

# FT EEs: 857	# PT EEs: 123	# Temporary EEs: 53	Average Length of Service: 11.57
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Span of Control: 15.48	% Performance Evaluations Completed: 93.93%	Total Unemployment Insurance Claims: 70
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	43	45-54	311	<25	0	45-54	25	# of Females:	705	# of Males:	152
25-34	151	55-64	183	25-34	3	55-64	17	% of WF:	82.26%	% of WF:	17.74%
35-44	160	65+	9	35-44	17	65+	1	Average Age:	44.73	Average Age:	48.12
Employee Average Age: 45.33				Supervisor Average Age: 49.40				Average Length of Service: 11.53		Average Length of Service: 11.73	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	33	# of African-American:	9	# of Non-minorities:	820
% of Workforce:	3.85%	# of Asian:	8	% of Workforce:	95.68%
Average Age:	42.26	# of American Indian:	4	Average Age:	45.43
Average Length of Service:	8.20	# of Hispanic or Latino:	12	Average Length of Service:	11.72

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	42	# of Persons With Non-Disabilities:	774
% of Workforce:	4.90%	% of Workforce:	90.32%
Average Age:	46.99	Average Age:	45.07
Average Length of Service:	13.98	Average Length of Service:	11.31

Officials/Administrators EEO Category 1: 30	Professionals EEO Category 2: 204	Technicians EEO Category 3: 112	Protective Service: Sworn EEO Category 4: 6
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 53	Skilled Craft EEO Category 7: 24	Service/Maintenance EEO Category 8: 428

Separation Rate: 17.45%	Hire Rate: 18.14%	Number Hires: 76	Transfer In: 3
Retirements: 15 (7 were SLIP)	All Terminations: 22	Voluntary Quits: 37	Transfer Out: 2

# of Classes Used: 111	Most Populous Classes: Resident Treatment Wkr (305), Licensed Practical Nurse (71), Nurse Clinician (53)	
Separations - By Class:	Residential Treatment Wkr (35), Licensed Practical Nurse (15), Food Service Worker (5)	
# Eligible for Retirement:	154 in next 5 years	% Eligible: 17.97%

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

Vacation Payouts: \$99,174.85	Sick Leave Payouts: \$25,372.24	Annual Payroll: \$44,823,254	Avg. Base Salary: \$46,021.54	Overtime Days Worked: 5,838.3
Overtime Cost: \$1,391,996.14	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$36,577.30	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,437.38	Vacation Pay - Earned Value: \$3,043,662.54	Vacation Days Earned: 16,959.5	Vacation Used Expense: \$2,846,841.81	Vacation Days Taken: 15,799.0
Workers' Comp Days Used: 25	Sick Leave Days Earned: 15,170.3	Reg. Sick Leave Used Expense: \$1,863,492.49	Reg. Sick Leave Days Used: 11,028.9	Converted Sick Leave To Vacation Days Used: 573.0
	Sick Leave -Earned Value: \$2,540,858.13		Avg. Sick Leave Days Per EE: 12.87	Converted Sick Leave To Vacation Used Expense: \$108,265.40
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 1	<u>Reclassifications</u> Up (Filled): 5 Up (Vacant): 0 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 3 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$6,552.00	<u>Grievances</u> Contract Grievances: 23 Disciplinary: 23 Language: 0 Non-Contract Grievances: 1 Disciplinary: 0 Language: 1 Arbitrations: 0
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$25,308.80		
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)

<b>Females:</b> Begin of Year (FY '09) UU: 1	<b>Minorities:</b> Begin of Year (FY '09) UU: 3	<b>PWD:</b> Begin of Year (FY '09) UU: 54
Gains/Losses (FY '09): 1	Gains/Losses (FY '09): 1	Gains/Losses (FY '09): 2
End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 2	End of Year (FY '09) UU: 52

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