

Department for the Blind Facts – FY '10

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 '10)

# FT EEs: 85	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 14.76
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Span of Control: 9.33	% Performance Evaluations Completed: 77.09%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	19	<25	0	45-54	2	# of Females:	56	# of Males:	29
25-34	10	55-64	36	25-34	0	55-64	6	% of WF:	65.88%	% of WF:	34.12%
35-44	17	65+	3	35-44	1	65+	0	Average Age:	48.79	Average Age:	53.94
Employee Average Age:	50.55	Supervisor Average Age:	54.18	Average Length of Service:	13.65	Average Length of Service:	16.90				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	1	# of Non-minorities:	81
% of Workforce:	3.53%	# of Asian:	1	% of Workforce:	95.29%
Average Age:	53.12	# of American Indian:	0	Average Age:	50.53
Average Length of Service:	13.12	# of Hispanic or Latino:	1	Average Length of Service:	14.83

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	21	# of Persons With Non-Disabilities:	60
% of Workforce:	24.71%	% of Workforce:	70.69%
Average Age:	51.95	Average Age:	50.15
Average Length of Service:	14.64	Average Length of Service:	14.40

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 50	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: 19	Skilled Craft EEO Category 7: 8	Service/Maintenance EEO Category 8: 0

Separation Rate: 9.36%	Hire Rate: 5.85%	Number Hires: 5	Transfer In: 0
Retirements: 7	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 30	Most Populous Classes: Sr Svc Spec for the Blind 1 (29), Svcs Spec for the Blind 2 (6), Library Associate (5)
Separations - By Class:	Library Associate (2), Svcs Spec for the Blind 1 (2), Svcs Spec for the Blind 3 (2)
# Eligible for Retirement:	27 in next 5 years % Eligible: 31.76%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '10)

Vacation Payouts: \$105.17	Sick Leave Payouts: \$13,291.19	Annual Payroll: \$4,746,851.36	Avg. Base Salary: \$52,634.86	Overtime Days Worked: 47.3
Overtime Cost: \$14,952.73	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$393,325.81	Vacation Days Earned: 1,879.4	Vacation Used Expense: \$343,907.88	Vacation Days Taken: 1,656.5
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 1,460.1	Reg. Sick Leave Used Expense: \$135,931.57	Reg. Sick Leave Days Used: 722.6	Converted Sick Leave To Vacation Days Used: 174.5
	Sick Leave -Earned Value: \$284,193.49		Avg. Sick Leave Days Per EE: 8.50	Converted Sick Leave To Vacation Used Expense: \$39,118.28
Injury Leave Used Expense: \$1,056.92	Injury Leave Days Used: 4.6	Classification Appeals: 0	<u>Reclassifications</u> 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	<u>Grievances</u> Contract Grievances: 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$3,072.60	Funeral Days Used: 15.5	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$8,222.54	Jury Leave Days Used: 33.7	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '10. Vacancies and laterals were not calculated into the "cost."

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

Females: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	Minorities: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	PWD: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A
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Sources: AS400 Queries; "Just the Facts for FY10" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 15, 2010