

# Department of Human Services Facts – FY '10

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 '10)

# FT EEs: 5,021	# PT EEs: 21	# Temporary EEs: 113	Average Length of Service: 12.49
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Span of Control: 10.62	% Performance Evaluations Completed: 63.67%	Total Unemployment Insurance Claims: 467
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	115	45-54	1,848	<25	1	45-54	210	# of Females:	3,667	# of Males:	1,354
25-34	978	55-64	848	25-34	59	55-64	99	% of WF:	73.03%	% of WF:	26.97%
35-44	1,196	65+	36	35-44	101	65+	5	Average Age:	44.51	Average Age:	45.67
Employee Average Age: 44.83				Supervisor Average Age: 47.55				Average Length of Service: 12.56		Average Length of Service: 12.29	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	279	# of African-American:	113	# of Non-minorities:	4,543
% of Workforce:	5.56%	# of Asian:	62	% of Workforce:	90.48%
Average Age:	42.24	# of American Indian:	20	Average Age:	45.07
Average Length of Service:	9.78	# of Hispanic or Latino:	84	Average Length of Service:	12.97

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	159	# of Persons With Non-Disabilities:	4,417
% of Workforce:	3.17%	% of Workforce:	87.97%
Average Age:	51.01	Average Age:	44.30
Average Length of Service:	18.38	Average Length of Service:	11.94

Officials/Administrators EEO Category 1: 284	Professionals EEO Category 2: 1,777	Technicians EEO Category 3: 854	Protective Service: Sworn EEO Category 4: 226
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 496	Skilled Craft EEO Category 7: 110	Service/Maintenance EEO Category 8: 1,274

Separation Rate: 18.48%	Hire Rate: 4.43%	Number Hires: 235	Transfer In: 4
Retirements: 724	All Terminations: 90	Voluntary Quits: 152	Transfer Out: 31

# of Classes Used: 213	Most Populous Classes: Resident Treatment Wrkr (961), Income Maint Wrkr 2 (617), Social Wrkr 2 (540)		
Separations - By Class:	Resident Treatment Wrkr (176), Income Maint Wrkr 2 (120), Social Wrkr 2 (77)		
# Eligible for Retirement:	883 in the next 5 years	% Eligible: 17.59%	

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

Vacation Payouts: \$1,166,562.18	Sick Leave Payouts: \$1,316,376.76	Annual Payroll: \$284,957,312.42	Avg. Base Salary: \$47,561.30	Overtime Days Worked: 38,228.9
Overtime Cost: \$9,247,841.13	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$21,602,448.04	Vacation Days Earned: 112,825.1	Vacation Used Expense: \$19,658,848.38	Vacation Days Taken: 103,184.1
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 85,124.4	Reg. Sick Leave Used Expense: \$8,977,144.07	Reg. Sick Leave Days Used: 51,203.7	Converted Sick Leave To Vacation Days Used: 5,493.3
	Sick Leave -Earned Value: \$14,967,177.40		Avg. Sick Leave Days Per EE: 10.20	Converted Sick Leave To Vacation Used Expense: \$1,148,326.70
Injury Leave Used Expense: \$43,324.66	Injury Leave Days Used: 253.3	Classification Appeals: 1	<b>Reclassifications</b> Up (Filled): 8 Up (Vacant): 3 Down (Filled): 9 Down (Vacant): 1 Lateral (Filled): 12 Lateral (Vacant): 4 Approx. Annual New Cost of Reclassified Positions:* \$-14,944.80	<b>Grievances</b> Contract Grievances: 118 Disciplinary: 75 Language: 43 Non-Contract Grievances: 11 Disciplinary: 7 Language: 4 Arbitrations: 0
Funeral Leave Used Expense: \$132,336.26	Funeral Days Used: 727.2	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$17,885.57	Jury Leave Days Used: 97.1	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)

<b>Females:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	<b>Minorities:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	<b>PWD:</b> 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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