

Dept of DHS-Assist. Pymnts. (413) Facts – FY '10

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



General Information

Address: Hoover State Office Building
1305 East Walnut
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '10)

# FT EEs: 21	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 14.91
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Span of Control: 20.00	% Performance Evaluations Completed: 50.00%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	7	<25	0	45-54	0	# of Females:	18	# of Males:	3
25-34	0	55-64	4	25-34	0	55-64	0	% of WF:	85.71%	% of WF:	14.29%
35-44	10	65+	0	35-44	1	65+	0	Average Age:	47.17	Average Age:	47.47
Employee Average Age: 47.47				Supervisor Average Age: 42.52				Average Length of Service: 15.99		Average Length of Service: 14.91	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	0	# of Non-minorities:	18
% of Workforce:	9.52%	# of Asian:	1	% of Workforce:	85.71%
Average Age:	39.49	# of American Indian:	0	Average Age:	48.01
Average Length of Service:	13.04	# of Hispanic or Latino:	1	Average Length of Service:	15.28

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities:	18
% of Workforce:	9.52%	% of Workforce:	85.71%
Average Age:	56.42	Average Age:	46.79
Average Length of Service:	22.69	Average Length of Service:	14.15

Officials/Administrators EEO Category 1: 0	Professionals EEO Category 2: 7	Technicians EEO Category 3: 11	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 0	Transfer In: N/A
Retirements: 5	All Terminations: 0	Voluntary Quits: 0	Transfer Out: N/A

# of Classes Used: 9	Most Populous Classes: Income Maint Worker 3 (7), Clerk-Specialist (3), Program Planner 3 (3)		
Separations - By Class:	Clerk-Specialist (1), Income Maintenance Worker 5 (1), Income Maint Wrkr 6 (1), Social Wrkr 6 (1), Typist-Advanced (1)		
# Eligible for Retirement:	3 in the next 5 years	% Eligible: 14.29%	

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

Vacation Payouts: \$2,314.50	Sick Leave Payouts: \$9,456.76	Annual Payroll: \$1,504,271.72	Avg. Base Salary: \$59,406.78	Overtime Days Worked: 9.3
Overtime Cost: \$3,134.03	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$132,407.59	Vacation Days Earned: 580.5	Vacation Used Expense: \$131,005.52	Vacation Days Taken: 597.0
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 378.0	Reg. Sick Leave Used Expense: \$74,604.21	Reg. Sick Leave Days Used: 351.4	Converted Sick Leave To Vacation Days Used: 15.0
	Sick Leave -Earned Value: \$82,002.94		Avg. Sick Leave Days Per EE: 16.73	Converted Sick Leave To Vacation Used Expense: \$3,784.32
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	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: \$2,297.44	Funeral Days Used: 8.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$68.12	Jury Leave Days Used: 0.3	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 [RUU] 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