

Dept of DHS-Cherokee (407) Facts – FY '10

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



General Information

Address: Cherokee Mental Health Institute
1251 West Cedar Loop
Cherokee, IA 51012

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

# FT EEs: 152	# PT EEs: 3	# Temporary EEs: 6	Average Length of Service: 14.27
---------------	-------------	--------------------	----------------------------------

Span of Control: 11.85	% Performance Evaluations Completed: 87.01%	Total Unemployment Insurance Claims: N/A
------------------------	---	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	72	<25	0	45-54	10	# of Females:	111	# of Males:	41
25-34	15	55-64	37	25-34	0	55-64	2	% of WF:	73.03%	% of WF:	26.97%
35-44	24	65+	3	35-44	1	65+	0	Average Age:	48.39	Average Age:	49.68
Employee Average Age: 48.74				Supervisor Average Age: 49.93				Average Length of Service: 14.28		Average Length of Service: 14.22	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1	# of African-American:	0	# of Non-minorities:	150
% of Workforce:	0.66%	# of Asian:	0	% of Workforce:	98.68%
Average Age:	54.15	# of American Indian:	1	Average Age:	48.71
Average Length of Service:	3.27	# of Hispanic or Latino:	0	Average Length of Service:	14.40

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	133
% of Workforce:	1.97%	% of Workforce:	87.50%
Average Age:	37.14	Average Age:	48.80
Average Length of Service:	15.46	Average Length of Service:	13.59

Officials/Administrators EEO Category 1: 5	Professionals EEO Category 2: 49	Technicians EEO Category 3: 15	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 13	Skilled Craft EEO Category 7: 18	Service/Maintenance EEO Category 8: 52

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 8	Transfer In: N/A
Retirements: 44	All Terminations: 1	Voluntary Quits: 3	Transfer Out: N/A

# of Classes Used: 55	Most Populous Classes: Resident Treatment Wkr (31), Registered Nurse (21), Licensed Practical Nurse (9)		
Separations - By Class:	Resident Treatment Wkr (7), Licensed Practical Nurse (5), Custodial Worker (4)		
# Eligible for Retirement:	40 in the next 5 years	% Eligible: 26.32%	

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

Vacation Payouts: \$28,864.13	Sick Leave Payouts: \$88,123.66	Annual Payroll: \$9,718,095.55	Avg. Base Salary: \$49,058.72	Overtime Days Worked: 329.3
Overtime Cost: \$104,283.70	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$776,178.04	Vacation Days Earned: 4,013.2	Vacation Used Expense: \$734,877.42	Vacation Days Taken: 3,891.6
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 3,042.0	Reg. Sick Leave Used Expense: \$295,966.88	Reg. Sick Leave Days Used: 1,678.3	Converted Sick Leave To Vacation Days Used: 244.0
	Sick Leave -Earned Value: \$559,630.39		Avg. Sick Leave Days Per EE: 11.04	Converted Sick Leave To Vacation Used Expense: \$47,573.36
Injury Leave Used Expense: \$12,717.92	Injury Leave Days Used: 65.8	Classification Appeals: N/A	Reclassifications Up (Filled): 1 Up (Vacant): 1 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 2 Lateral (Vacant): 3 Approx. Annual New Cost of Reclassified Positions:* \$6,853.60	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: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
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 '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
--	---	--

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