

Veterans Home Facts – FY '10

<http://www.iowaveteranshome.org/>



General Information

Address: 1301 Summit
Marshalltown, IA 50158

Workforce Data

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

# FT EEs: 763	# PT EEs: 101	# Temporary EEs: 31	Average Length of Service: 11.31
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Span of Control: 15.43	% Performance Evaluations Completed: 66.35%	Total Unemployment Insurance Claims: 74
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	31	45-54	299	<25	0	45-54	28	# of Females:	620	# of Males:	143
25-34	139	55-64	132	25-34	3	55-64	12	% of WF:	81.26%	% of WF:	18.74%
35-44	159	65+	3	35-44	13	65+	0	Average Age:	44.06	Average Age:	48.14
Employee Average Age: 44.83				Supervisor Average Age: 49.07				Average Length of Service: 11.34		Average Length of Service: 11.16	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	35	# of African-American:	8	# of Non-minorities:	725
% of Workforce:	4.59%	# of Asian:	9	% of Workforce:	95.02%
Average Age:	41.95	# of American Indian:	4	Average Age:	44.95
Average Length of Service:	8.80	# of Hispanic or Latino:	14	Average Length of Service:	11.43

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	32	# of Persons With Non-Disabilities:	696
% of Workforce:	4.19%	% of Workforce:	91.22%
Average Age:	45.05	Average Age:	44.68
Average Length of Service:	12.03	Average Length of Service:	11.20

Officials/Administrators EEO Category 1: 25	Professionals EEO Category 2: 194	Technicians EEO Category 3: 98	Protective Service: Sworn EEO Category 4: 6
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 41	Skilled Craft EEO Category 7: 19	Service/Maintenance EEO Category 8: 380

Separation Rate: 17.28%	Hire Rate: 4.81%	Number Hires: 37	Transfer In: 2
Retirements: 85	All Terminations: 19	Voluntary Quits: 35	Transfer Out: 1

# of Classes Used: 103	Most Populous Classes: Resident Treatment Wkr (275), Licensed Practical Nurse (66), Nurse Clinician (49)		
Separations - By Class:	Residential Treatment Wkr (50), Licensed Practical Nurse (15), Food Service Worker (10)		
# Eligible for Retirement:	113 in the next 5 years	% Eligible: 14.81%	

Leave and Benefits

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

Vacation Payouts: \$86,655.52	Sick Leave Payouts: \$142,959.45	Annual Payroll: \$44,185,669.55	Avg. Base Salary: \$47,403.88	Overtime Days Worked: 3,002.4
Overtime Cost: \$706,005.81	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$3,058,638.09	Vacation Days Earned: 16,790.0	Vacation Used Expense: \$3,020,202.38	Vacation Days Taken: 16,661.2
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 14,955.3	Reg. Sick Leave Used Expense: \$1,910,473.54	Reg. Sick Leave Days Used: 11,134.6	Converted Sick Leave To Vacation Days Used: 560.5
	Sick Leave -Earned Value: \$2,541,236.07		Avg. Sick Leave Days Per EE: 14.59	Converted Sick Leave To Vacation Used Expense: \$109,883.68
Injury Leave Used Expense: \$268.61	Injury Leave Days Used: 2.4	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 6 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 17 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$101,992.80	<u>Grievances</u> Contract Grievances: 11 Disciplinary: 10 Language: 1 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
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	Minorities: Begin of Year (FY '10) UU: N/A	PWD: Begin of Year (FY '10) UU: N/A
Gains/Losses (FY '10): N/A	Gains/Losses (FY '10): N/A	Gains/Losses (FY '10): N/A
End of Year (FY '10) UU: N/A	End of Year (FY '10) UU: 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