

Department of Vocational Rehabilitation Facts – FY '10

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



General Information

Address: 510 East 12th Street
Des Moines, IA 50309

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

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|---------------|--------------|--------------------|----------------------------------|
| # FT EEs: 335 | # PT EEs: 24 | # Temporary EEs: 1 | Average Length of Service: 12.51 |
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| Span of Control: 13.77 | % Performance Evaluations Completed: 85.82% | Total Unemployment Insurance Claims: N/A |
|------------------------|---|--|

| Employee Age Groups | | | | Supervisor Age Groups | | | | Females | | Males | |
|-----------------------------|----|-------|----|-------------------------------|---|-------|----|----------------------------------|--------|----------------------------------|--------|
| <25 | 2 | 45-54 | 86 | <25 | 0 | 45-54 | 11 | # of Females: | 239 | # of Males: | 96 |
| 25-34 | 52 | 55-64 | 94 | 25-34 | 1 | 55-64 | 12 | % of WF: | 71.34% | % of WF: | 28.66% |
| 35-44 | 93 | 65+ | 8 | 35-44 | 2 | 65+ | 0 | Average Age: | 46.40 | Average Age: | 48.77 |
| Employee Average Age: 47.08 | | | | Supervisor Average Age: 52.94 | | | | Average Length of Service: 12.12 | | Average Length of Service: 13.50 | |

| Minorities | | Breakout of Minorities | | Non-minorities | |
|----------------------------|-------|--------------------------|---|----------------------------|--------|
| # of Minorities: | 19 | # of African-American: | 9 | # of Non-minorities: | 314 |
| % of Workforce: | 5.67% | # of Asian: | 7 | % of Workforce: | 93.73% |
| Average Age: | 40.36 | # of American Indian: | 0 | Average Age: | 47.33 |
| Average Length of Service: | 9.86 | # of Hispanic or Latino: | 3 | Average Length of Service: | 12.65 |

| Persons With Disabilities | | Persons With Non-Disabilities | |
|---------------------------------|-------|-------------------------------------|--------|
| # of Persons With Disabilities: | 33 | # of Persons With Non-Disabilities: | 280 |
| % of Workforce: | 9.85% | % of Workforce: | 83.58% |
| Average Age: | 50.65 | Average Age: | 46.18 |
| Average Length of Service: | 13.20 | Average Length of Service: | 12.33 |

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| Officials/Administrators EEO Category 1: 10 | Professionals EEO Category 2: 167 | Technicians EEO Category 3: 99 | Protective Service: Sworn EEO Category 4: 0 |
| Protect. Serv.: Non-Sworn EEO Category 5: 0 | Administrative Services EEO Category 6: 59 | Skilled Craft EEO Category 7: 0 | Service/Maintenance EEO Category 8: 0 |

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|-----------------------|---------------------|--------------------|-------------------|
| Separation Rate: N/A% | Hire Rate: N/A% | Number Hires: 17 | Transfer In: N/A |
| Retirements: 44 | All Terminations: 2 | Voluntary Quits: 6 | Transfer Out: N/A |

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| # of Classes Used: 45 | Most Populous Classes: Rehabilitation Counselor (90), Disability Examiner Specialist (47), Disability Examiner (21) | | |
| Separations - By Class: | Rehabilitation Counselor (20), Typist-Advanced (6), Rehabilitation Associate (4) | | |
| # Eligible for Retirement: | 79 in the next 5 years | % Eligible: 23.58% | |

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

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| Vacation Payouts: \$88,111.29 | Sick Leave Payouts: \$73,486.77 | Annual Payroll: \$23,472,931.78 | Avg. Base Salary: \$57,911.61 | Overtime Days Worked: 514.5 |
| Overtime Cost: \$156,583.26 | Reassignment Pay: \$0 | Recruitment Bonus Pay: \$0 | Retention Pay: \$0 | Exceptional Job Performance Pay: \$0 |
| Workers' Comp Payouts: N/A | Vacation Pay - Earned Value: \$1,921,521.55 | Vacation Days Earned: 7,931.9 | Vacation Used Expense: \$1,849,590.01 | Vacation Days Taken: 7,856.0 |
| Workers' Comp Days Used: N/A | Sick Leave Days Earned: 5,546.1 | Reg. Sick Leave Used Expense: \$774,599.02 | Reg. Sick Leave Days Used: 3,476.3 | Converted Sick Leave To Vacation Days Used: 399.2 |
| | Sick Leave -Earned Value: \$1,261,013.32 | | Avg. Sick Leave Days Per EE: 10.38 | Converted Sick Leave To Vacation Used Expense: \$96,893.60 |
| Injury Leave Used Expense: \$584.49 | Injury Leave Days Used: 4.0 | Classification Appeals: 1 | <u>Reclassifications</u> Up (Filled): 8 Up (Vacant): 0 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$36,254.40 | <u>Grievances</u> 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: \$11,002.56 | Funeral Days Used: 56.3 | Extraordinary Pay: \$0 | | |
| Jury Leave Used Expense: \$4,413.84 | Jury Leave Days Used: 19.1 | 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)

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| 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