

Department for the Blind Facts – FY '11

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



General Information

Address: 524 Fourth Street
Des Moines, IA 50309-2364

Workforce Data (unless otherwise noted, information provided is at the end of FY '11)

# FT EEs: 87	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 15.14
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Span of Control: 9.56	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	22	<25	0	45-54	1	# of Females:	55	# of Males:	32
25-34	8	55-64	39	25-34	0	55-64	7	% of WF:	63.22%	% of WF:	36.78%
35-44	15	65+	3	35-44	1	65+	0	Average Age:	49.60	Average Age:	54.64
Employee Average Age: 51.45				Supervisor Average Age: 55.71				Average Length of Service: 14.49		Average Length of Service: 16.27	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	1	# of Non-minorities:	83
% of Workforce:	3.45%	# of Asian:	1	% of Workforce:	95.40%
Average Age:	54.12	# of American Indian:	0	Average Age:	51.43
Average Length of Service:	14.12	# of Hispanic or Latino:	1	Average Length of Service:	15.19

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	23	# of Persons With Non-Disabilities:	60
% of Workforce:	26.44%	% of Workforce:	68.97%
Average Age:	51.84	Average Age:	51.39
Average Length of Service:	14.33	Average Length of Service:	15.01

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 51	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 20	Skilled Craft EEO Category 7: 7	Service/Maintenance EEO Category 8: 1

Separation Rate: 3.49%	Hire Rate: 8.14%	Number Hires: 6	Transfer In: 1
Retirements: 0	All Terminations: 0	Voluntary Quits: 3	Transfer Out: 0

# of Classes Used: 31	Most Populous Classes: Sr Svc Spec for the Blind 1 (29), Svcs Spec for the Blind 2 (7), Library Associate (6)		
Separations - By Class:	Info Specialist 2 (1), Program Administrator (1), Svcs Spec for the Blind 2 (1)		
# Eligible for Retirement:	31 in next 5 years	% Eligible: 35.63%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '11)

Vacation Payouts: \$20,695.79	Sick Leave Payouts: \$0	Annual Payroll: \$4,643,356.81	Avg. Base Salary: \$51,855	Overtime Days Worked: 18.6
Overtime Cost: \$5,014.75	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$370,386.52	Vacation Days Earned: 1,774.3	Vacation Used Expense: \$388,389.66	Vacation Days Taken: 1,836.0
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 1,436.0	Reg. Sick Leave Used Expense: \$142,997.97	Reg. Sick Leave Days Used: 756.6	Converted Sick Leave To Vacation Days Used: 148.5
	Sick Leave -Earned Value: \$277,106.19		Avg. Sick Leave Days Per EE: 8.70	Converted Sick Leave To Vacation Used Expense: \$33,481.44
Injury Leave Used Expense: \$2,736.44	Injury Leave Days Used: 17.9	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-21,821.70	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$4,206.19	Funeral Days Used: 20.9	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$131.07	Jury Leave Days Used: 0.4	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '11. Vacancies and laterals were not calculated into the "cost."