

# Department of Human Services Facts – FY '11

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



## General Information

**Address:** Hoover Building  
1305 East Walnut Street  
Des Moines, IA 50319

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

# FT EEs: 5,122	# PT EEs: 16	# Temporary EEs: 80	Average Length of Service: 12.70
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Span of Control: 10.74	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 170
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	106	45-54	1,812	<25	2	45-54	190	# of Females:	3,735	# of Males:	1,387
25-34	962	55-64	982	25-34	48	55-64	119	% of WF:	72.92%	% of WF:	27.08%
35-44	1,216	65+	44	35-44	112	65+	6	Average Age:	45.04	Average Age:	46.05
Employee Average Age: 45.31				Supervisor Average Age: 48.22				Average Length of Service: 12.80		Average Length of Service: 12.41	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	295	# of African-American:	119	# of Non-minorities:	4,620
% of Workforce:	5.76%	# of Asian:	69	% of Workforce:	90.20%
Average Age:	43.10	# of American Indian:	21	Average Age:	45.54
Average Length of Service:	9.84	# of Hispanic or Latino:	86	Average Length of Service:	13.18

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	157	# of Persons With Non-Disabilities:	4,527
% of Workforce:	3.07%	% of Workforce:	88.38%
Average Age:	51.73	Average Age:	44.78
Average Length of Service:	18.87	Average Length of Service:	12.15

Officials/Administrators EEO Category 1: 302	Professionals EEO Category 2: 1,812	Technicians EEO Category 3: 865	Protective Service: Sworn EEO Category 4: 219
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 518	Skilled Craft EEO Category 7: 110	Service/Maintenance EEO Category 8: 1,296

Separation Rate: 7.79%	Hire Rate: 9.43%	Number Hires: 463	Transfer In: 15
Retirements: 43	All Terminations: 125	Voluntary Quits: 185	Transfer Out: 42

# of Classes Used: 207	Most Populous Classes: Resident Treatment Wrkr (977), Income Maint Wrkr 2 (632), Social Wrkr 2 (539)
Separations - By Class:	Resident Treatment Wrkr (95), Income Maint Wrkr 2 (47), Social Wrkr 2 (24)
# Eligible for Retirement:	1,004 5 yrs (Gen-1,004 & Proc-35)   % Eligible: 20.29% (General 20.48% & Prot Occ 15.98)%

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

Vacation Payouts: \$1,613,711.83	Sick Leave Payouts: \$97,424.32	Annual Payroll: \$268,669,903.98	Avg. Base Salary: \$48,767	Overtime Days Worked: 33,223.8
Overtime Cost: \$8,337,016.08	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$19,559,414.47	Vacation Days Earned: 101,417.5	Vacation Used Expense: \$18,572,091.21	Vacation Days Taken: 95,911.7
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 79,095.9	Reg. Sick Leave Used Expense: \$8,312,977.30	Reg. Sick Leave Days Used: 46,467.5	Converted Sick Leave To Vacation Days Used: 4,778.8
	Sick Leave -Earned Value: \$14,045,034.30		Avg. Sick Leave Days Per EE: 9.07	Converted Sick Leave To Vacation Used Expense: \$1,006,053.38
Injury Leave Used Expense: \$48,993.36	Injury Leave Days Used: 322.3	Classification Appeals: 1	<u>Reclassifications</u> Up (Filled): 24 Up (Vacant): 4 Down (Filled): 23 Down (Vacant): 19 Lateral (Filled): 3 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-253,517.84	<u>Grievances</u> Contract Grievances: 127 Disciplinary: 87 Language: 40 Non-Contract Grievances: 6 Disciplinary: 4 Language: 2 Arbitrations: 2
Funeral Leave Used Expense: \$146,955.44	Funeral Days Used: 792.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$12,905.34	Jury Leave Days Used: 69.0	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."