

Dept of DHS-Clarinda (408) Facts – FY '11

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General Information

Address: Clarinda Mental Health Institute
1800 North 16th Street
Clarinda, IA 51632

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

# FT EEs: 81	# PT EEs: 0	# Temporary EEs: 7	Average Length of Service: 13.36
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Span of Control: 11.43	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	26	<25	0	45-54	3	# of Females:	66	# of Males:	15
25-34	9	55-64	22	25-34	0	55-64	2	% of WF:	81.48%	% of WF:	18.52%
35-44	22	65+	2	35-44	1	65+	1	Average Age:	48.39	Average Age:	48.85
Employee Average Age: 48.48				Supervisor Average Age: 54.22				Average Length of Service: 13.34		Average Length of Service: 13.47	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	0	# of Non-minorities:	73
% of Workforce:	3.70%	# of Asian:	3	% of Workforce:	90.12%
Average Age:	44.89	# of American Indian:	0	Average Age:	48.18
Average Length of Service:	9.04	# of Hispanic or Latino:	0	Average Length of Service:	14.09

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities:	69
% of Workforce:	2.47%	% of Workforce:	85.19%
Average Age:	58.74	Average Age:	48.24
Average Length of Service:	30.95	Average Length of Service:	13.16

Officials/Administrators EEO Category 1: 2	Professionals EEO Category 2: 28	Technicians EEO Category 3: 21	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 4	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 26

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 4	Transfer In: N/A
Retirements: 1	All Terminations: 4	Voluntary Quits: 2	Transfer Out: N/A

# of Classes Used: 28	Most Populous Classes: Resident Treatment Wrkr (20), Licensed Practical Nurse (18), Registered Nurse (12)		
Separations - By Class:	Resident Treatment Worker (4), Nurse Supervisor (1), Psychologist 2 (1), Registered Nurse (1)		
# Eligible for Retirement:	22 in the next 5 years	% Eligible: 27.16%	

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

Vacation Payouts: \$21,337.58	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$4,861,113.80	Avg. Base Salary: \$55,026	Overtime Days Worked: 378.4
Overtime Cost: \$101,515.12	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$335,052.76	Vacation Days Earned: 1,607.6	Vacation Used Expense: \$317,124.29	Vacation Days Taken: 1,525.8
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 1,409.9	Reg. Sick Leave Used Expense: \$232,079.59	Reg. Sick Leave Days Used: 1,154.7	Converted Sick Leave To Vacation Days Used: 57.0
	Sick Leave -Earned Value: \$287,210.66		Avg. Sick Leave Days Per EE: 14.26	Converted Sick Leave To Vacation Used Expense: \$14,548.40
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	Reclassifications Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions: * \$0	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: \$11,740.66	Funeral Days Used: 57.3	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$476.26	Jury Leave Days Used: 2.2	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."

Sources: AS400 Queries; "Just the Facts for FY11" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.
Date of Completion: December 2011