

Dept of DHS-Independence (409) Facts – FY '11

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



General Information

Address: Independence Mental Health Institute
2277 Iowa Avenue
Independence, IA 50644

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

# FT EEs: 229	# PT EEs: 1	# Temporary EEs: 13	Average Length of Service: 16.83
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Span of Control: 14.25	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	115	<25	0	45-54	8	# of Females:	146	# of Males:	83
25-34	20	55-64	49	25-34	0	55-64	6	% of WF:	63.76%	% of WF:	36.24%
35-44	40	65+	3	35-44	1	65+	1	Average Age:	49.48	Average Age:	47.69
Employee Average Age: 48.83				Supervisor Average Age: 54.00				Average Length of Service: 17.42		Average Length of Service: 15.78	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	9	# of African-American:	5	# of Non-minorities:	220
% of Workforce:	3.93%	# of Asian:	4	% of Workforce:	96.07%
Average Age:	54.56	# of American Indian:	0	Average Age:	48.60
Average Length of Service:	19.98	# of Hispanic or Latino:	0	Average Length of Service:	16.70

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	199
% of Workforce:	1.75%	% of Workforce:	86.90%
Average Age:	46.23	Average Age:	48.89
Average Length of Service:	21.53	Average Length of Service:	16.34

Officials/Administrators EEO Category 1: 8	Professionals EEO Category 2: 71	Technicians EEO Category 3: 12	Protective Service: Sworn EEO Category 4: 13
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 16	Skilled Craft EEO Category 7: 14	Service/Maintenance EEO Category 8: 95

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 19	Transfer In: N/A
Retirements: 1	All Terminations: 6	Voluntary Quits: 6	Transfer Out: N/A

# of Classes Used: 64	Most Populous Classes: Resident Treatment Wrkr (60), Registered Nurse (24), Custodial Worker (10), LPN (10)		
Separations - By Class:	Resident Treatment Wrkr (6), Registered Nurse (4), Carpenter 1 (1), Resident Treatment Tech (1), Youth Services Worker (1)		
# Eligible for Retirement:	69 in the next 5 years	% Eligible: 30.13% (General 68 & 31.48% and Protective Occ 1 & 7.69%)	

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

Vacation Payouts: \$59,896.64	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$12,178,096.35	Avg. Base Salary: \$49,784	Overtime Days Worked: 590.2
Overtime Cost: \$148,889.34	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$966,989.70	Vacation Days Earned: 4,903.6	Vacation Used Expense: \$1,005,333.99	Vacation Days Taken: 5,113.5
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 3,767.6	Reg. Sick Leave Used Expense: \$417,875.02	Reg. Sick Leave Days Used: 2,349.8	Converted Sick Leave To Vacation Days Used: 209.2
	Sick Leave -Earned Value: \$680,722.85		Avg. Sick Leave Days Per EE: 10.26	Converted Sick Leave To Vacation Used Expense: \$48,434.76
Injury Leave Used Expense: \$8,457.15	Injury Leave Days Used: 56.6	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$7,436.00	<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: \$17,317.09	Funeral Days Used: 96.2	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$235.16	Jury Leave Days Used: 1.5	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."