

Veterans Home Facts – FY '11

http://www.iowaveteranshome.org/



General Information

Address: 1301 Summit
Marshalltown, IA 50158

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

# FT EEs: 764	# PT EEs: 91	# Temporary EEs: 22	Average Length of Service: 11.65
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Span of Control: 14.40	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 53
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	30	45-54	277	<25	0	45-54	26	# of Females:	615	# of Males:	149
25-34	139	55-64	156	25-34	2	55-64	12	% of WF:	80.50%	% of WF:	19.50%
35-44	160	65+	2	35-44	13	65+	0	Average Age:	44.58	Average Age:	47.64
Employee Average Age: 45.18				Supervisor Average Age: 49.07				Average Length of Service: 11.92		Average Length of Service: 10.51	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	39	# of African-American:	9	# of Non-minorities:	722
% of Workforce:	5.10%	# of Asian:	9	% of Workforce:	94.50%
Average Age:	41.19	# of American Indian:	4	Average Age:	45.38
Average Length of Service:	8.73	# of Hispanic or Latino:	17	Average Length of Service:	11.81

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	31	# of Persons With Non-Disabilities:	698
% of Workforce:	4.06%	% of Workforce:	91.36%
Average Age:	46.20	Average Age:	45.07
Average Length of Service:	12.81	Average Length of Service:	11.52

Officials/Administrators EEO Category 1: 24	Professionals EEO Category 2: 187	Technicians EEO Category 3: 102	Protective Service: Sworn EEO Category 4: 4
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 42	Skilled Craft EEO Category 7: 20	Service/Maintenance EEO Category 8: 385

Separation Rate: 9.95%	Hire Rate: 6.94%	Number Hires: 51	Transfer In: 2
Retirements: 9	All Terminations: 23	Voluntary Quits: 39	Transfer Out: 5

# of Classes Used: 105	Most Populous Classes: Resident Treatment Wkr (267), Licensed Practical Nurse (70), Food Service Worker (51)
Separations - By Class:	Residential Treatment Wkr (41), Licensed Practical Nurse (9), Food Service Worker (3), Nurse Clinician (3)
# Eligible for Retirement:	120 in the next 5 years (Gen 119 & Prot Occ 1) % Eligible: 15.71% (General 15.66% & Protective Occupation 25.00)%

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

Vacation Payouts: \$267,488.06	Sick Leave Payouts: \$26,321.20	Annual Payroll: \$42,337,398.86	Avg. Base Salary: \$48,624	Overtime Days Worked: 4,096.3
Overtime Cost: \$1,004,921.79	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$2,891,244.84	Vacation Days Earned: 15,275.7	Vacation Used Expense: \$2,796,585.22	Vacation Days Taken: 15,227.1
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 13,570.1	Reg. Sick Leave Used Expense: \$1,700,027.28	Reg. Sick Leave Days Used: 9,578.1	Converted Sick Leave To Vacation Days Used: 486.0
	Sick Leave -Earned Value: \$2,393,187.77		Avg. Sick Leave Days Per EE: 12.54	Converted Sick Leave To Vacation Used Expense: \$93,020.24
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 8 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 3 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$68,296.80	<u>Grievances</u> Contract Grievances: 21 Disciplinary: 18 Language: 3 Non-Contract Grievances: 1 Disciplinary: 1 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 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."