

Department of Vocational Rehabilitation Facts – FY '11

<http://www.dvrs.state.ia.us>

General Information

Address: 510 East 12th Street
Des Moines, IA 50309



Workforce Data

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

# FT EEs: 367	# PT EEs: 23	# Temporary EEs: 2	Average Length of Service: 12.19
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Span of Control: 15.25	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	95	<25	0	45-54	10	# of Females:	270	# of Males:	97
25-34	61	55-64	102	25-34	0	55-64	11	% of WF:	73.57%	% of WF:	26.43%
35-44	101	65+	7	35-44	3	65+	0	Average Age:	46.14	Average Age:	49.24
Employee Average Age: 46.96				Supervisor Average Age: 53.55				Average Length of Service: 11.60		Average Length of Service: 13.84	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	23	# of African-American:	12	# of Non-minorities:	342
% of Workforce:	6.27%	# of Asian:	8	% of Workforce:	93.19%
Average Age:	40.62	# of American Indian:	0	Average Age:	47.24
Average Length of Service:	9.03	# of Hispanic or Latino:	3	Average Length of Service:	12.37

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	37	# of Persons With Non-Disabilities:	309
% of Workforce:	10.08%	% of Workforce:	84.20%
Average Age:	50.21	Average Age:	46.12
Average Length of Service:	12.74	Average Length of Service:	11.95

Officials/Administrators EEO Category 1: 10	Professionals EEO Category 2: 181	Technicians EEO Category 3: 111	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 65	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 34	Transfer In: N/A
Retirements: 4	All Terminations: 2	Voluntary Quits: 2	Transfer Out: N/A

# of Classes Used: 47	Most Populous Classes: Rehabilitation Counselor (96), Disability Examiner Specialist (48), Disability Examiner (29)		
Separations - By Class:	Rehabilitation Counselor (3), 5 classes with 1 incumbent each		
# Eligible for Retirement:	94 in the next 5 years	% Eligible: 25.61%	

Leave and Benefits

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

Vacation Payouts: \$97,337.25	Sick Leave Payouts: \$10,000.00	Annual Payroll: \$23,470,080.12	Avg. Base Salary: \$58,667	Overtime Days Worked: 395.7
Overtime Cost: \$120,254.17	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$1,841,861.95	Vacation Days Earned: 7,390.8	Vacation Used Expense: \$1,755,540.36	Vacation Days Taken: 7,136.1
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 5,350.6	Reg. Sick Leave Used Expense: \$769,015.50	Reg. Sick Leave Days Used: 3,353.0	Converted Sick Leave To Vacation Days Used: 348.5
	Sick Leave -Earned Value: \$1,242,338.88		Avg. Sick Leave Days Per EE: 9.14	Converted Sick Leave To Vacation Used Expense: \$86,058.82
Injury Leave Used Expense: \$1,443.52	Injury Leave Days Used: 5.8	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 9 Up (Vacant): 1 Down (Filled): 12 Down (Vacant): 2 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-92,144.00	<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: \$11,913.65	Funeral Days Used: 59.2	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$3,434.55	Jury Leave Days Used: 10.2	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