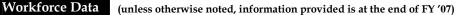
Department of Elder Affair Facts - FY '07

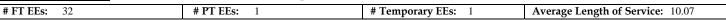
http://www.state.ia.us/elderaffairs/

General Information

Jesse M. Parker Building Address: 510 E. 12th Street

Des Moines, IA 50319-9025





% Performance Evaluations Completed: 93.6% Span of Control: N/A **Total Unemployment Insurance Claims:** 0

Employee Age Groups			Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>		
<25	0	45-54	10	<25	0	45-54	2	# of Females:	27	# of Males:	5
25-34	3	55-64	12	25-34	0	55-64	1	% of WF:	84.38%	% of WF:	15.63%
35-44	6	65+	1	35-44	1	65+	0	Average Age:	49.57	Average Age:	48.73
Employee Average Age: 49.44 Supervis			sor Ave	rage Age:	50.44	Average Length	of Service: 10.16	Average Length	of Service: 9.61		

Minorities		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities:		# of African-American:	1	# of Non-minorities:	31
% of Workforce: 3.13%		# of Asian:	0	% of Workforce:	96.88%
Average Age:	55.90	# of American Indian:	0	Average Age:	49.23
Average Length of Service:	33.84	# of Hispanic or Latino:	0	Average Length of Service:	9.31

Persons With Disabili	ities_	Persons With Non-Disabilities		
# of Persons With Disabilities:	2	# of Persons With Non-Disabil	ities: 29	
% of Workforce:	6.25%	% of Workforce:	90.63%	
Average Age:	57.26	Average Age:	48.71	
Average Length of Service:	7.14	Average Length of Service:	10.37	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn	
EEO Category 1: 10	EEO Category 2: 16	EEO Category 3: 3	EEO Category 4: 0	
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance	
EEO Category 5: 0	EEO Category 6: 3	EEO Category 7: 0	EEO Category 8: 0	
			•	
Separation Rate: 9.38%	Hire Rate: 15.63%	Number Hires: 4	Transfer In: 1	
Retirements: 0	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 2	

# of Classes Used: 18	Most Populous Classes: Long Term Care Ombudsman (6), Exec Off 1 (3), Program Planner 3 (3)					
Separations - By Class:	Human Resources Associate (1)					
# Eligible for Retirement:	5 in the next 5 years	% Eligible: 15.63%				

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:
\$31,650.79	\$4,000.00	\$1,840,608.27	\$54,679	45.8
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:
\$11,057.48	\$0	\$0	\$0	\$0
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:
\$240.22	Value: \$133,795.72	624.8	\$117,667.44	563.6
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To
Used: 5	547.2	Expense:	282.2	Vacation Days Used:
		\$57,398.31		98.7
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:	
	Value:		8.82	Converted Sick Leave To
	\$113,224.96			Vacation Used Expense:
				\$22,645.84
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	Reclassifications	Grievances
Expense:	0	N/A	Up (Filled): 0	Contract Grievances: 0
\$0			Up (Vacant): 0	Disciplinary: 0
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 1	Language: 0
Expense:	4.3	\$2,570.40	Down (Vacant): 0	Non-Contract Grievances: 0
\$1,296.90			Lateral (Filled): 2	Disciplinary: 0
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 0
Expense:	3.6	\$0	Approx. Annual New Cost of	Arbitrations: 0
\$820.51			Reclassified Positions:*	
			\$(14,528.80)	
	1	I		

^{*} based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '07) RUU:	N/A	Minorities: Current Year (FY '07) RUU:	N/A	PWD: Year (FY '07) RUU:	1
Current Year (FY '07) Goal:	N/A	Current Year (FY '07) Goal:	N/A	Current Year (FY '07) Goal:	1

Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 28, 2008

