

Department of Elder Affairs Facts – FY '07

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



General Information

Address: Jesse M. Parker Building
510 E. 12th Street
Des Moines, IA 50319-9025

Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 32	# PT EEs: 1	# Temporary EEs: 1	Average Length of Service: 10.07
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Span of Control: N/A	% Performance Evaluations Completed: 93.6%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<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				Supervisor Average Age: 50.44				Average Length of Service: 10.16		Average Length of Service: 9.61	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1	# 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 Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities:	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 EEO Category 1: 10	Professionals EEO Category 2: 16	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance 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: \$31,650.79	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$1,840,608.27	Avg. Base Salary: \$54,679	Overtime Days Worked: 45.8
Overtime Cost: \$11,057.48	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$240.22	Vacation Pay - Earned Value: \$133,795.72	Vacation Days Earned: 624.8	Vacation Used Expense: \$117,667.44	Vacation Days Taken: 563.6
Workers' Comp Days Used: 5	Sick Leave Days Earned: 547.2	Reg. Sick Leave Used Expense: \$57,398.31	Reg. Sick Leave Days Used: 282.2	Converted Sick Leave To Vacation Days Used: 98.7
	Sick Leave -Earned Value: \$113,224.96		Avg. Sick Leave Days Per EE: 8.82	Converted Sick Leave To Vacation Used Expense: \$22,645.84
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$(14,528.80)	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,296.90	Funeral Days Used: 4.3	Extraordinary Pay: \$2,570.40		
Jury Leave Used Expense: \$820.51	Jury Leave Days Used: 3.6	Special Duty Pay: \$0		

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