

Dept of DHS-Comm. Serv. (402) Facts – FY '07

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



General Information

Address: varied locations

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

# FT EEs: 2,600	# PT EEs: 10	# Temporary EEs: 2	Average Length of Service: 13.08
-----------------	--------------	--------------------	----------------------------------

Span of Control: 10.13	% Performance Evaluations Completed: 82%	Total Unemployment Insurance Claims: N/A
------------------------	--	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	46	45-54	767	<25	0	45-54	100	# of Females:	2,252	# of Males:	348
25-34	551	55-64	568	25-34	30	55-64	73	% of WF:	86.62%	% of WF:	13.38%
35-44	634	65+	34	35-44	54	65+	2	Average Age:	44.86	Average Age:	47.05
Employee Average Age: 45.15				Supervisor Average Age: 48.58				Average Length of Service: 12.84		Average Length of Service: 14.62	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	166	# of African-American:	73	# of Non-minorities:	2,409
% of Workforce:	6.38%	# of Asian:	29	% of Workforce:	92.65%
Average Age:	42.66	# of American Indian:	13	Average Age:	45.36
Average Length of Service:	9.96	# of Hispanic or Latino:	51	Average Length of Service:	13.35

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	111	# of Persons With Non-Disabilities:	2,311
% of Workforce:	4.27%	% of Workforce:	88.88%
Average Age:	52.57	Average Age:	44.56
Average Length of Service:	18.27	Average Length of Service:	12.74

Officials/Administrators EEO Category 1: 179	Professionals EEO Category 2: 1,188	Technicians EEO Category 3: 788	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 444	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 1

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 230	Transfer In: N/A
Retirements: 23	All Terminations: 31	Voluntary Quits: 84	Transfer Out: N/A

# of Classes Used: 58	Most Populous Classes: Income Maint Wrkr 2 (689), Social Wrkr 2 (578), Social Wrkr 3 (228)
Separations - By Class:	Social Wrkr 2 (46), Income Maint Wrkr 2 (27), Typist-Advanced (18)
# Eligible for Retirement:	495 in the next 5 years % Eligible: 19.04%

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

Vacation Payouts: \$752,947.48	Sick Leave Payouts: \$150,707.12	Annual Payroll: \$116,395,829.33	Avg. Base Salary: \$44,507.65	Overtime Days Worked: 4,793.3
Overtime Cost: \$1,277,470.90	Reassignment Pay: \$3,820.80	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$4,911,031.80	Vacation Pay - Earned Value: \$9,489,942.63	Vacation Days Earned: 53,344.7	Vacation Used Expense: \$8,903,109.47	Vacation Days Taken: 51,031.0
Workers' Comp Days Used: 1,308	Sick Leave Days Earned: 35,905.8 Sick Leave -Earned Value: \$5,722,031.52	Reg. Sick Leave Used Expense: \$3,042,870.76	Reg. Sick Leave Days Used: 18,781.0 Avg. Sick Leave Days Per EE: 7.22	Converted Sick Leave To Vacation Days Used: 303.0 Converted Sick Leave To Vacation Used Expense: \$49,456.68
Injury Leave Used Expense: \$1,267.48	Injury Leave Days Used: 7.3	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 6 Up (Vacant): 0 Down (Filled): 4 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$(1,175.20)	<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: \$144,053.58	Funeral Days Used: 876.4	Extraordinary Pay: \$640.00		
Jury Leave Used Expense: \$13,654.28	Jury Leave Days Used: 86.0	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 '08) RUU: N/A Current Year (FY '08) Goal: N/A	Minorities: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	PWD: Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A
---	--	---

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: July 25, 2008