

# Dept of DHS-Toledo (404) Facts – FY '08

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



## General Information

**Address:** Toledo State Training School for Girls/Iowa Juvenile Home  
701 South Church Street  
Toledo, IA 52342

## Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 121	# PT EEs: 2	# Temporary EEs: 4	Average Length of Service: 10.74
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Span of Control: 9.38	% Performance Evaluations Completed: 99%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	13	45-54	45	<25	0	45-54	8	# of Females:	74	# of Males:	47
25-34	32	55-64	14	25-34	0	55-64	2	% of WF:	61.16%	% of WF:	38.84%
35-44	16	65+	1	35-44	3	65+	0	Average Age:	42.46	Average Age:	39.70
Employee Average Age: 41.39				Supervisor Average Age: 50.64				Average Length of Service: 11.97		Average Length of Service: 8.81	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	5	# of African-American:	2	# of Non-minorities:	115
% of Workforce:	4.13%	# of Asian:	0	% of Workforce:	95.04%
Average Age:	43.96	# of American Indian:	2	Average Age:	41.41
Average Length of Service:	13.55	# of Hispanic or Latino:	1	Average Length of Service:	10.69

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	2	# of Persons With Non-Disabilities:	108
% of Workforce:	1.65%	% of Workforce:	89.26%
Average Age:	48.51	Average Age:	40.43
Average Length of Service:	25.75	Average Length of Service:	9.93

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 35	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 65
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 4	Service/Maintenance EEO Category 8: 3

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 21	Transfer In: 2
Retirements: 1	All Terminations: 4	Voluntary Quits: 11	Transfer Out: 2

# of Classes Used: 30	Most Populous Classes: Youth Services Wrkr (58), Educator (10), Youth Counselor (9)
Separations - By Class:	Youth Services Wrkr (7), Educator (6), 3 classes with 1 incumbent each
# Eligible for Retirement:	14 in next 5 years      % Eligible: 11.57%

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$20,061.54	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$5,249,028.92	Avg. Base Salary: \$42,425	Overtime Days Worked: 289.0
Overtime Cost: \$57,772.26	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,709.73	Vacation Pay - Earned Value: \$382,500.01	Vacation Days Earned: 2,276.4	Vacation Used Expense: \$350,764.17	Vacation Days Taken: 2,075.0
Workers' Comp Days Used: 29	Sick Leave Days Earned: 2,029.0  Sick Leave -Earned Value: \$318,337.47	Reg. Sick Leave Used Expense: \$158,246.68	Reg. Sick Leave Days Used: 1,034.0  Avg. Sick Leave Days Per EE: 8.55	Converted Sick Leave To Vacation Days Used: 233.5  Converted Sick Leave To Vacation Used Expense: \$39,019.72
Injury Leave Used Expense: \$310.68	Injury Leave Days Used: 2.7	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 12 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-13,530.40	<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: \$9,282.03	Funeral Days Used: 61.4	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,416.00	Jury Leave Days Used: 5.6	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

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

<b>Females:</b> Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	<b>Minorities:</b> Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	<b>PWD:</b> Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 9, 2009