

# Department of Vocational Rehabilitation Facts – FY '07

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



## General Information

**Address:** 510 East 12<sup>th</sup> Street  
Des Moines, IA 50309

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

# FT EEs: 338	# PT EEs: 28	# Temporary EEs: 6	Average Length of Service: 14.68
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Span of Control: 13.44	% Performance Evaluations Completed: 80.5%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	99	<25	0	45-54	15	# of Females:	233	# of Males:	105
25-34	41	55-64	114	25-34	1	55-64	9	% of WF:	68.93%	% of WF:	31.07%
35-44	81	65+	3	35-44	2	65+	0	Average Age:	48.07	Average Age:	50.76
Employee Average Age: 48.90				Supervisor Average Age: 52.65				Average Length of Service: 13.84		Average Length of Service: 16.54	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	19	# of African-American:	9	# of Non-minorities:	316
% of Workforce:	5.62%	# of Asian:	6	% of Workforce:	93.49%
Average Age:	48.90	# of American Indian:	1	Average Age:	48.71
Average Length of Service:	14.24	# of Hispanic or Latino:	3	Average Length of Service:	14.71

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	45	# of Persons With Non-Disabilities:	269
% of Workforce:	13.31%	% of Workforce:	79.59%
Average Age:	52.39	Average Age:	48.09
Average Length of Service:	16.11	Average Length of Service:	14.40

Officials/Administrators EEO Category 1: 13	Professionals EEO Category 2: 154	Technicians EEO Category 3: 94	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 74	Skilled Craft EEO Category 7: 1	Service/Maintenance EEO Category 8: 2

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 10	Transfer In: N/A
Retirements: 4	All Terminations: 1	Voluntary Quits: 11	Transfer Out: N/A

# of Classes Used: 46	Most Populous Classes: Rehabilitation Counselor (103), Disability Examiner Specialist (44), Typist-Advanced (26)
Separations - By Class:	Rehabilitation Counselor (9), Secretary 2 (3), 6 classes with 1 incumbent each
# Eligible for Retirement:	79 in the next 5 years      % Eligible: 23.37%

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

Vacation Payouts: \$119,789.85	Sick Leave Payouts: \$32,000.00	Annual Payroll: \$20,352,446.72	Avg. Base Salary: \$52,433.85	Overtime Days Worked: 214.4
Overtime Cost: \$55,084.75	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$670,293.89	Vacation Pay - Earned Value: \$1,658,450.97	Vacation Days Earned: 7,605.4	Vacation Used Expense: \$1,623,795.51	Vacation Days Taken: 7,694.7
Workers' Comp Days Used: 153	Sick Leave Days Earned: 5,235.0  Sick Leave -Earned Value: \$1,094,152.63	Reg. Sick Leave Used Expense: \$680,222.82	Reg. Sick Leave Days Used: 3,344.7  Avg. Sick Leave Days Per EE: 9.90	Converted Sick Leave To Vacation Days Used: 521.1  Converted Sick Leave To Vacation Used Expense: \$103,091.80
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 15 Up (Vacant): 1 Down (Filled): 11 Down (Vacant): 6 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$(81,255.20)	<u>Grievances</u> Contract Grievances: 3 Disciplinary: 3 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$21,294.18	Funeral Days Used: 108.1	Extraordinary Pay: \$870.40		
Jury Leave Used Expense: \$2,992.25	Jury Leave Days Used: 13.3	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)

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