

Department of Vocational Rehabilitation Facts – FY '08

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



General Information

Address: 510 East 12th Street
Des Moines, IA 50309

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

# FT EEs: 356	# PT EEs: 29	# Temporary EEs: 6	Average Length of Service: 13.95
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Span of Control: 13.79	% Performance Evaluations Completed: 57%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	98	<25	0	45-54	14	# of Females:	247	# of Males:	109
25-34	46	55-64	120	25-34	1	55-64	11	% of WF:	69.38%	% of WF:	30.62%
35-44	85	65+	6	35-44	1	65+	1	Average Age:	47.50	Average Age:	51.34
Employee Average Age:	48.67	Supervisor Average Age:	53.08	Average Length of Service:	13.04	Average Length of Service:	16.01				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	17	# of African-American:	9	# of Non-minorities:	336
% of Workforce:	4.78%	# of Asian:	5	% of Workforce:	94.38%
Average Age:	49.01	# of American Indian:	0	Average Age:	48.46
Average Length of Service:	15.44	# of Hispanic or Latino:	3	Average Length of Service:	13.86

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	43	# of Persons With Non-Disabilities:	289
% of Workforce:	12.08%	% of Workforce:	81.18%
Average Age:	52.32	Average Age:	47.86
Average Length of Service:	15.01	Average Length of Service:	13.86

Officials/Administrators EEO Category 1: 13	Professionals EEO Category 2: 162	Technicians EEO Category 3: 105	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 72	Skilled Craft EEO Category 7: 1	Service/Maintenance EEO Category 8: 3

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 34	Transfer In: N/A
Retirements: 9	All Terminations: 3	Voluntary Quits: 10	Transfer Out: N/A

# of Classes Used: 47	Most Populous Classes: Rehabilitation Counselor (107), Disability Examiner Specialist (43), Typist-Advanced (19)
Separations - By Class:	Rehabilitation Counselor (8), Secretary 1 (3), Word Processor 2 (2)
# Eligible for Retirement:	93 in the next 5 years % Eligible: 26.12%

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

Vacation Payouts: \$123,172.93	Sick Leave Payouts: \$19,672.86	Annual Payroll: \$21,546,347.86	Avg. Base Salary: \$53,575	Overtime Days Worked: 26.4
Overtime Cost: \$7,091.07	Reassignment Pay: \$0	Recruitment Bonus Pay: \$2,000	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$9,225.98	Vacation Pay - Earned Value: \$1,764,438.74	Vacation Days Earned: 7,693.7	Vacation Used Expense: \$1,656,182.43	Vacation Days Taken: 7,319.3
Workers' Comp Days Used: 4	Sick Leave Days Earned: 5,358.2 Sick Leave -Earned Value: \$1,154,302.35	Reg. Sick Leave Used Expense: \$706,559.38	Reg. Sick Leave Days Used: 3,374.1 Avg. Sick Leave Days Per EE: 9.48	Converted Sick Leave To Vacation Days Used: 411.8 Converted Sick Leave To Vacation Used Expense: \$86,259.58
Injury Leave Used Expense: \$136.87	Injury Leave Days Used: 0.7	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 18 Up (Vacant): 1 Down (Filled): 12 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-49,036.00	<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: \$20,312.41	Funeral Days Used: 79.6	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$4,162.12	Jury Leave Days Used: 23.7	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)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: 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 FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 6, 2009