

Dept of DHS-Comm. Serv. (402) Facts – FY '10

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



General Information

Address: varied locations

Workforce Data (unless otherwise noted, information provided is at the end of FY '10)

# FT EEs: 2,285	# PT EEs: 7	# Temporary EEs: 8	Average Length of Service: 11.97
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Span of Control: 10.56	% Performance Evaluations Completed: 56.75%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	25	45-54	731	<25	0	45-54	91	# of Females:	1,990	# of Males:	295
25-34	519	55-64	327	25-34	23	55-64	38	% of WF:	87.09%	% of WF:	12.91%
35-44	668	65+	15	35-44	63	65+	1	Average Age:	43.50	Average Age:	45.55
Employee Average Age: 43.76				Supervisor Average Age: 46.86				Average Length of Service: 11.83		Average Length of Service: 12.87	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	170	# of African-American:	68	# of Non-minorities:	2,075
% of Workforce:	7.44%	# of Asian:	28	% of Workforce:	90.81%
Average Age:	41.10	# of American Indian:	11	Average Age:	44.03
Average Length of Service:	9.30	# of Hispanic or Latino:	63	Average Length of Service:	12.28

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	69	# of Persons With Non-Disabilities:	2,072
% of Workforce:	3.02%	% of Workforce:	90.72%
Average Age:	51.46	Average Age:	43.34
Average Length of Service:	18.08	Average Length of Service:	11.74

Officials/Administrators EEO Category 1: 135	Professionals EEO Category 2: 1,113	Technicians EEO Category 3: 701	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 335	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 1

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 44	Transfer In: N/A
Retirements: 349	All Terminations: 22	Voluntary Quits: 63	Transfer Out: N/A

# of Classes Used: 59	Most Populous Classes: Income Maint Wrkr 2 (615), Social Wrkr 2 (516), Social Wrkr 3 (192)
Separations - By Class:	Income Maint Wrkr 2 (118), Social Wrkr 2 (71), Social Worker 3 (41)
# Eligible for Retirement:	340 in the next 5 years % Eligible: 14.88%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '10)

Vacation Payouts: \$530,028.04	Sick Leave Payouts: \$643,325.25	Annual Payroll: \$129,504,237.59	Avg. Base Salary: \$48,510.72	Overtime Days Worked: 5,244.4
Overtime Cost: \$1,610,338.84	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$10,509,718.83	Vacation Days Earned: 53,344.3	Vacation Used Expense: \$9,772,856.66	Vacation Days Taken: 50,699.6
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 35,918.1	Reg. Sick Leave Used Expense: \$3,889,902.70	Reg. Sick Leave Days Used: 21,849.5	Converted Sick Leave To Vacation Days Used: 2,847.0
	Sick Leave -Earned Value: \$6,331,488.94		Avg. Sick Leave Days Per EE: 9.56	Converted Sick Leave To Vacation Used Expense: \$590,384.54
Injury Leave Used Expense: \$743.36	Injury Leave Days Used: 3.4	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 1 Down (Filled): 3 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-41,007.20	<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: \$63,937.66	Funeral Days Used: 369.4	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$15,032.53	Jury Leave Days Used: 84.0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '10. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	Minorities: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	PWD: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A
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Sources: AS400 Queries; "Just the Facts for FY10" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 15, 2010