

# Dept. of Blind Facts – FY '13

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



## General Information

Address: 524 Fourth Street  
Des Moines, IA 50309-2364

## Workforce Data (unless otherwise noted, information provided is at the end of FY '13)

# FT EEs: 82	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 16.00
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Span of Control: 10.13	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	22	<25	0	45-54	2	# of Females:	54	# of Males:	28
25-34	6	55-64	36	25-34	0	55-64	4	% of WF:	65.85%	% of WF:	34.15%
35-44	14	65+	4	35-44	1	65+	1	Average Age:	51.11	Average Age:	56.08
Employee Average Age: 52.81				Supervisor Average Age: 56.55				Average Length of Service: 15.99		Average Length of Service: 16.02	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	2	# of Non-minorities:	80	# African-American:	1	# of "did not respond":	0
% of Workforce:	2.44%	% of Workforce:	97.56%	# Asian/Pacific Island:	0	% of Workforce:	0%
Average Age:	54.52	Average Age:	52.77	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	18.90	Average Length of Service:	15.92	# Hispanic or Latino:	1	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	18	# of Persons With No Disabilities:	61	# of "did not respond":	3
% of Workforce:	21.95%	% of Workforce:	74.39%	% of Workforce:	3.66%
Average Age:	53.13	Average Age:	52.95	Average Age:	48.06
Average Length of Service:	14.98	Average Length of Service:	16.24	Average Length of Service:	17.08

Officials/Administrators EEO Category 1: 5	Professionals EEO Category 2: 49	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 18	Skilled Craft EEO Category 7: 7	Service/Maintenance EEO Category 8: 1

Separation Rate: 5.88%	Hire Rate: 0%	Number Hires: 0	Transfer In: 0
Retirements: 4	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 27	Most Populous Classes: Senior Svc Spec for the Blind 1 (27), Library Associate (6), Svcs Spec for the Blind 2 (6)
Separations - By Class:	Info Tech Specialist 4 (1), PSE 3 (1), Rehabilitation Referral Spec (1), Sr Svc Spec for the Blind 1 (1), Svcs Spec for the Blind 2 (1)
# Eligible for Retirement:	33 in next 5 years      % Eligible: 40.24%

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '13)

Vacation Payouts: \$60,518.28	Sick Leave Payouts: \$8,000.00	Annual Payroll: \$4,918,086.94	Avg. Base Salary: \$55,156.34	Overtime Days Worked: 50.6
Overtime Cost: \$15,271.09	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$407,868.80	Vacation Days Earned: 1,828.0	Vacation Used Expense: \$400,869.45	Vacation Days Taken: 1,823.5	
Sick Leave Days Earned: 1,421.6	Reg. Sick Leave Used Expense: \$168,032.88	Reg. Sick Leave Days Used: 864.3	Converted Sick Leave To Vacation Days Used: 171.5	
Sick Leave -Earned Value: \$291,240.31		Avg. Sick Leave Days Per EE: 10.54	Converted Sick Leave To Vacation Used Expense: \$39,582.16	
Workers' Comp Leave Used Expense: \$0	Workers' Comp Leave Days Used: 0	Classification Appeals: 0	<b>Reclassifications</b> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$7,467.20	<b>Grievances</b> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$3,373.97	Funeral Days Used: 19.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$331.88	Jury Leave Days Used: 1.6	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '13. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY13" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 3, 2013