

Dept. of DHS-CCUSO (406) Facts – FY '13

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General Information

Address: Cherokee Mental Health Institute
1251 West Cedar Loop
Cherokee, IA 51012

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

# FT EEs: 85	# PT EEs: 1	# Temporary EEs: 7	Average Length of Service: 7.16
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Span of Control: 12.00	Total Unemployment Insurance Claims: 7
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	20	<25	0	45-54	2	# of Females:	27	# of Males:	58
25-34	23	55-64	17	25-34	0	55-64	0	% of WF:	31.76%	% of WF:	68.24%
35-44	21	65+	3	35-44	5	65+	0	Average Age:	44.20	Average Age:	44.68
Employee Average Age: 44.52				Supervisor Average Age: 43.68				Average Length of Service: 7.03		Average Length of Service: 7.23	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	4	# of Non-minorities:	81	# African-American:	4	# of "did not respond":	0
% of Workforce:	4.71%	% of Workforce:	95.29%	# Asian/Pacific Island:	0	% of Workforce:	0%
Average Age:	36.97	Average Age:	44.90	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	5.27	Average Length of Service:	7.26	# Hispanic or Latino:	0	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	3	# of Persons With No Disabilities:	80	# of "did not respond":	2
% of Workforce:	3.53%	% of Workforce:	94.12%	% of Workforce:	2.35%
Average Age:	53.84	Average Age:	44.03	Average Age:	50.34
Average Length of Service:	10.47	Average Length of Service:	6.98	Average Length of Service:	9.38

Officials/Administrators EEO Category 1: 7	Professionals EEO Category 2: 8	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 64
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 4	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 7	Transfer In: N/A
Retirements: 1	All Terminations: 4	Voluntary Quits: 4	Transfer Out: N/A

# of Classes Used: 13	Most Populous Classes: Psychiatric Security Specialist (64), Treatment Program Supervisor (6), Psychologist 3 (3)
Separations - By Class:	Psychiatric Security Specialist (5), Psychology Administrator (2), Psychologist 3 (2)
# Eligible for Retirement:	8 Protect Serv 4 General - in next 5 years % Eligible (Protective Serv): 12.50% % Eligible (General): 19.05%

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

Vacation Payouts: \$35,620.60	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$5,466,912.99	Avg. Base Salary: \$51,777.07	Overtime Days Worked: 1,441.0
Overtime Cost: \$390,663.89	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$285,601.85	Vacation Days Earned: 1,513.7	Vacation Used Expense: \$225,881.02	Vacation Days Taken: 1,114.0	
Sick Leave Days Earned: 1,533.8	Reg. Sick Leave Used Expense: \$151,540.04	Reg. Sick Leave Days Used: 770.5	Converted Sick Leave To Vacation Days Used: 52.5	
Sick Leave -Earned Value: \$295,089.58		Avg. Sick Leave Days Per EE: 9.06	Converted Sick Leave To Vacation Used Expense: \$11,187.60	
Workers' Comp Leave Used Expense: \$6,338.53	Workers' Comp Leave Days Used: 31.2	Classification Appeals: N/A	Reclassifications Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$11,939.20	
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A	
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	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