

# Dept. of DHS-Cherokee (407) 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: 167	# PT EEs: 2	# Temporary EEs: 12	Average Length of Service: 14.57
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Span of Control: 11.07	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	58	<25	0	45-54	8	# of Females:	120	# of Males:	47
25-34	13	55-64	57	25-34	0	55-64	5	% of WF:	71.86%	% of WF:	28.14%
35-44	35	65+	2	35-44	2	65+	0	Average Age:	49.78	Average Age:	49.65
Employee Average Age: 49.74				Supervisor Average Age: 52.13				Average Length of Service: 14.85		Average Length of Service: 13.84	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	1	# of Non-minorities:	165	# African-American:	0	# of "did not respond":	1
% of Workforce:	0.60%	% of Workforce:	98.80%	# Asian/Pacific Island:	0	% of Workforce:	0.60%
Average Age:	57.14	Average Age:	49.70	# Am. Indian/Alaskan:	1	Average Age:	49.60
Average Length of Service:	6.26	Average Length of Service:	14.66	# Hispanic or Latino:	0	Average Length of Service:	8.04

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	3	# of Persons With No Disabilities:	150	# of "did not respond":	14
% of Workforce:	1.80%	% of Workforce:	89.82%	% of Workforce:	8.38%
Average Age:	40.13	Average Age:	49.60	Average Age:	53.36
Average Length of Service:	18.45	Average Length of Service:	13.77	Average Length of Service:	22.24

Officials/Administrators EEO Category 1: 8	Professionals EEO Category 2: 48	Technicians EEO Category 3: 16	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 14	Skilled Craft EEO Category 7: 20	Service/Maintenance EEO Category 8: 61

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 2	Transfer In: N/A
Retirements: 1	All Terminations: 1	Voluntary Quits: 0	Transfer Out: N/A

# of Classes Used: 58	Most Populous Classes: Resident Treatment Worker (39), Registered Nurse (18), Licensed Practical Nurse (9)	
Separations - By Class:	Registered Nurse (1), Resident Treatment Worker (1)	
# Eligible for Retirement:	52 in next 5 years	% Eligible: 31.14%

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

Vacation Payouts: \$53,822.38	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$9,318,599.81	Avg. Base Salary: \$52,655.26	Overtime Days Worked: 283.8
Overtime Cost: \$125,976.33	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$687,008.95	Vacation Days Earned: 3,369.5	Vacation Used Expense: \$645,940.34	Vacation Days Taken: 3,178.1	
Sick Leave Days Earned: 2,780.5	Reg. Sick Leave Used Expense: \$304,670.45	Reg. Sick Leave Days Used: 1,576.5	Converted Sick Leave To Vacation Days Used: 187.5	
Sick Leave -Earned Value: \$536,627.10		Avg. Sick Leave Days Per EE: 9.44	Converted Sick Leave To Vacation Used Expense: \$42,899.76	
Workers' Comp Leave Used Expense: \$18,895.17	Workers' Comp Leave Days Used: 101.3	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 4 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$26,061.36	
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0	<b>Grievances</b> 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