

Dept. of DHS-Glenwood (411) Facts – FY '13

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General Information

Address: Glenwood Resource Center
711 South Vine
Glenwood, IA 51534

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

# FT EEs: 809	# PT EEs: 0	# Temporary EEs: 8	Average Length of Service: 12.87
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Span of Control: 9.73	Total Unemployment Insurance Claims: 46
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	31	45-54	266	<25	0	45-54	25	# of Females:	510	# of Males:	299
25-34	157	55-64	202	25-34	9	55-64	25	% of WF:	63.04%	% of WF:	36.96%
35-44	147	65+	6	35-44	24	65+	0	Average Age:	46.41	Average Age:	45.44
Employee Average Age: 46.05				Supervisor Average Age: 47.85				Average Length of Service: 13.60		Average Length of Service: 11.62	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	18	# of Non-minorities:	694	# African-American:	5	# of "did not respond":	97
% of Workforce:	2.22%	% of Workforce:	85.78%	# Asian/Pacific Island:	6	% of Workforce:	11.99%
Average Age:	45.76	Average Age:	46.15	# Am. Indian/Alaskan:	2	Average Age:	45.37
Average Length of Service:	11.79	Average Length of Service:	13.76	# Hispanic or Latino:	5	Average Length of Service:	6.66

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	19	# of Persons With No Disabilities:	701	# of "did not respond":	89
% of Workforce:	2.35%	% of Workforce:	86.65%	% of Workforce:	11.00%
Average Age:	53.60	Average Age:	45.14	Average Age:	51.60
Average Length of Service:	21.22	Average Length of Service:	11.43	Average Length of Service:	22.39

Officials/Administrators EEO Category 1: 36	Professionals EEO Category 2: 128	Technicians EEO Category 3: 34	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 31	Skilled Craft EEO Category 7: 40	Service/Maintenance EEO Category 8: 540

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 38	Transfer In: N/A
Retirements: 22	All Terminations: 34	Voluntary Quits: 40	Transfer Out: N/A

# of Classes Used: 109	Most Populous Classes: Resident Treatment Worker (424), Registered Nurse (29), Resident Treatment Supervisor (30)	
Separations - By Class:	Resident Treatment Worker (62), Registered Nurse (9), Licensed Practical Nurse (4)	
# Eligible for Retirement:	212 in the next 5 years	% Eligible: 26.21%

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

Vacation Payouts: \$269,672.87	Sick Leave Payouts: \$39,235.67	Annual Payroll: \$43,974,526.82	Avg. Base Salary: \$47,865.25	Overtime Days Worked: 9,936.9
Overtime Cost: \$2,447,413.11	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$2,916,014.60	Vacation Days Earned: 15,843.0	Vacation Used Expense: \$2,820,487.13	Vacation Days Taken: 15,152.3	
Sick Leave Days Earned: 13,846.7	Reg. Sick Leave Used Expense: \$1,634,848.35	Reg. Sick Leave Days Used: 9,292.4	Converted Sick Leave To Vacation Days Used: 362.0	
Sick Leave -Earned Value: \$2,426,729.01		Avg. Sick Leave Days Per EE: 11.49	Converted Sick Leave To Vacation Used Expense: \$78,967.24	
Workers' Comp Leave Used Expense: \$24,304.33	Workers' Comp Leave Days Used: 162.6	Classification Appeals: N/A	Reclassifications Up (Filled): 2 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$11,906.54	
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