

Dept. of DHS-Independence (409) Facts – FY '13

www.dhs.state.ia.us/



General Information

Address: Independence Mental Health Institute
2277 Iowa Avenue
Independence, IA 50644

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

# FT EEs: 220	# PT EEs: 0	# Temporary EEs: 9	Average Length of Service: 17.89
---------------	-------------	--------------------	----------------------------------

Span of Control: 12.88	Total Unemployment Insurance Claims: 5
------------------------	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	95	<25	0	45-54	7	# of Females:	142	# of Males:	78
25-34	16	55-64	65	25-34	0	55-64	7	% of WF:	64.55%	% of WF:	35.45%
35-44	37	65+	4	35-44	2	65+	1	Average Age:	50.25	Average Age:	49.73
Employee Average Age: 50.07				Supervisor Average Age: 55.22				Average Length of Service: 18.01		Average Length of Service: 17.67	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	9	# of Non-minorities:	211	# African-American:	5	# of "did not respond":	0
% of Workforce:	4.09%	% of Workforce:	95.91%	# Asian/Pacific Island:	4	% of Workforce:	0%
Average Age:	57.07	Average Age:	49.77	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	22.00	Average Length of Service:	17.72	# Hispanic or Latino:	0	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	4	# of Persons With No Disabilities:	192	# of "did not respond":	24
% of Workforce:	1.82%	% of Workforce:	87.27%	% of Workforce:	10.91%
Average Age:	48.23	Average Age:	49.97	Average Age:	51.18
Average Length of Service:	23.53	Average Length of Service:	17.26	Average Length of Service:	21.98

Officials/Administrators EEO Category 1: 8	Professionals EEO Category 2: 71	Technicians EEO Category 3: 14	Protective Service: Sworn EEO Category 4: 13
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 15	Skilled Craft EEO Category 7: 12	Service/Maintenance EEO Category 8: 87

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 6	Transfer In: N/A
Retirements: 8	All Terminations: 2	Voluntary Quits: 0	Transfer Out: N/A

# of Classes Used: 66	Most Populous Classes: Resident Treatment Worker (54), Registered Nurse (24), Licensed Practical Nurse (11)		
Separations - By Class:	Resident Treatment Worker (4), Resident Treatment Technician (2), 4 classes with 1 incumbent each		
# Eligible for Retirement:	1 Protect Serv 83 General - in the next 5 yrs	% Eligible (Protect Serv): 7.69%	% Eligible (General): 40.10%

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

Vacation Payouts: \$51,290.11	Sick Leave Payouts: \$14,016.94	Annual Payroll: \$12,667,559.39	Avg. Base Salary: \$54,239.78	Overtime Days Worked: 459.9
Overtime Cost: \$120,917.64	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,034,323.40	Vacation Days Earned: 4,813.9	Vacation Used Expense: \$1,041,482.35	Vacation Days Taken: 4,872.6	
Sick Leave Days Earned: 3,576.7	Reg. Sick Leave Used Expense: \$410,004.67	Reg. Sick Leave Days Used: 2,132.7	Converted Sick Leave To Vacation Days Used: 159.0	
Sick Leave -Earned Value: \$701,486.11		Avg. Sick Leave Days Per EE: 9.69	Converted Sick Leave To Vacation Used Expense: \$43,064.38	
Workers' Comp Leave Used Expense: \$17,659.43	Workers' Comp Leave Days Used: 87.7	Classification Appeals: N/A	Reclassifications Up (Filled): 4 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 2 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$53,184.56	
Funeral Leave Used Expense: \$33,206.34	Funeral Days Used: 168.8	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: \$437.39	Jury Leave Days Used: 2.0	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