

Dept. of DHS-Mt. Pleasant (410) Facts – FY '13

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General Information

Address: Mount Pleasant Mental Health Institute
1200 East Washington Street
Mount Pleasant, IA 52641

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

# FT EEs: 77	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 11.18
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Span of Control: 12.67	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	25	<25	0	45-54	1	# of Females:	54	# of Males:	23
25-34	9	55-64	22	25-34	0	55-64	4	% of WF:	70.13%	% of WF:	29.87%
35-44	18	65+	3	35-44	1	65+	0	Average Age:	48.24	Average Age:	49.06
Employee Average Age: 48.49				Supervisor Average Age: 54.69				Average Length of Service: 10.15		Average Length of Service: 13.61	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	5	# of Non-minorities:	72	# African-American:	4	# of "did not respond":	0
% of Workforce:	6.49%	% of Workforce:	93.51%	# Asian/Pacific Island:	0	% of Workforce:	0%
Average Age:	48.74	Average Age:	48.47	# Am. Indian/Alaskan:	0	Average Age:	N/A
Average Length of Service:	13.37	Average Length of Service:	11.03	# Hispanic or Latino:	1	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	2	# of Persons With No Disabilities:	70	# of "did not respond":	5
% of Workforce:	2.60%	% of Workforce:	90.91%	% of Workforce:	6.49%
Average Age:	58.87	Average Age:	48.18	Average Age:	48.64
Average Length of Service:	27.33	Average Length of Service:	10.43	Average Length of Service:	15.26

Officials/Administrators EEO Category 1: 2	Professionals EEO Category 2: 32	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 1	Service/Maintenance EEO Category 8: 34

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

# of Classes Used: 22	Most Populous Classes: Resident Treatment Worker (34), Registered Nurse (11), Drug Abuse Counselor 2 (6)
Separations - By Class:	Resident Treatment Worker (2), Registered Nurse (1)
# Eligible for Retirement:	17 in the next 5 years % Eligible: 22.08%

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

Vacation Payouts: \$18,851.48	Sick Leave Payouts: \$208.06	Annual Payroll: \$5,078,421.81	Avg. Base Salary: \$53,458.16	Overtime Days Worked: 359.5
Overtime Cost: \$107,633.17	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$298,587.51	Vacation Days Earned: 1,477.9	Vacation Used Expense: \$304,339.90	Vacation Days Taken: 1,457.5	
Sick Leave Days Earned: 1,369.5	Reg. Sick Leave Used Expense: \$168,212.05	Reg. Sick Leave Days Used: 844.0	Converted Sick Leave To Vacation Days Used: 16.5	
Sick Leave -Earned Value: \$270,405.19		Avg. Sick Leave Days Per EE: 10.96	Converted Sick Leave To Vacation Used Expense: \$2,957.52	
Workers' Comp Leave Used Expense: \$0	Workers' Comp Leave Days Used: 0	Classification Appeals: N/A	Reclassifications Up (Filled): 0 Up (Vacant): 2 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	
Funeral Leave Used Expense: \$8,829.64	Funeral Days Used: 41.5	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: \$281.03	Jury Leave Days Used: 1.4	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