

Dept. of Public Health Facts – FY '13

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General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319

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

# FT EEs: 409	# PT EEs: 10	# Temporary EEs: 46	Average Length of Service: 12.42
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Span of Control: 15.11	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	4	45-54	112	<25	0	45-54	6	# of Females:	301	# of Males:	108
25-34	61	55-64	121	25-34	0	55-64	13	% of WF:	73.59%	% of WF:	26.41%
35-44	90	65+	21	35-44	6	65+	2	Average Age:	48.89	Average Age:	47.46
Employee Average Age: 48.51				Supervisor Average Age: 52.87				Average Length of Service: 13.09		Average Length of Service: 10.55	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	30	# of Non-minorities:	375	# African-American:	16	# of "did not respond":	4
% of Workforce:	7.33%	% of Workforce:	91.69%	# Asian/Pacific Island:	9	% of Workforce:	0.98%
Average Age:	46.78	Average Age:	48.60	# Am. Indian/Alaskan:	0	Average Age:	52.71
Average Length of Service:	8.73	Average Length of Service:	12.76	# Hispanic or Latino:	5	Average Length of Service:	8.40

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	25	# of Persons With No Disabilities:	367	# of "did not respond":	17
% of Workforce:	6.11%	% of Workforce:	89.73%	% of Workforce:	4.16%
Average Age:	55.94	Average Age:	47.73	Average Age:	54.45
Average Length of Service:	19.06	Average Length of Service:	11.74	Average Length of Service:	17.26

Officials/Administrators EEO Category 1: 92	Professionals EEO Category 2: 245	Technicians EEO Category 3: 12	Protective Service: Sworn EEO Category 4: 1
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 59	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.62%	Hire Rate: 5.62%	Number Hires: 17	Transfer In: 6
Retirements: 9	All Terminations: 1	Voluntary Quits: 10	Transfer Out: 3

# of Classes Used: 63	Most Populous Classes: Community Health Consultant (76), Exec Off 2 (43), Clerk-Specialist (24)
Separations - By Class:	Program Planner 3 (2), 18 classes
# Eligible for Retirement:	0 Prot Serv 118 General - in next 5 years % Eligible (Prot Serv): 0% % Eligible (General): 28.92

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

Vacation Payouts: \$155,868.82	Sick Leave Payouts: \$14,732.32	Annual Payroll: \$29,496,063.66	Avg. Base Salary: \$69,043.72	Overtime Days Worked: 475.4
Overtime Cost: \$155,758.99	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$2,174,312.37	Vacation Days Earned: 8,161.0	Vacation Used Expense: \$2,114,139.33	Vacation Days Taken: 7,873.6	
Sick Leave Days Earned: 6,979.8	Reg. Sick Leave Used Expense: \$986,256.21	Reg. Sick Leave Days Used: 3,949.2	Converted Sick Leave To Vacation Days Used: 508.0	
Sick Leave -Earned Value: \$1,782,101.44		Avg. Sick Leave Days Per EE: 9.66	Converted Sick Leave To Vacation Used Expense: \$152,552.08	
Workers' Comp Leave Used Expense: \$229.95	Workers' Comp Leave Days Used: 0.7	Classification Appeals: 0	Reclassifications Up (Filled): 15 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$121,149.60	Grievances Contract Grievances: 6 Disciplinary: 5 Language: 1 Non-Contract Grievances: 1 Disciplinary: 1 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$37,469.60	Funeral Days Used: 160.7	Extraordinary Pay: \$2,947.20		
Jury Leave Used Expense: \$4,732.80	Jury Leave Days Used: 19.4	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