

Veterans Home Facts – FY '13

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General Information

Address: 1301 Summit
Marshalltown, IA 50158

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

# FT EEs: 773	# PT EEs: 128	# Temporary EEs: 50	Average Length of Service: 11.49
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Span of Control: 14.85	Total Unemployment Insurance Claims: 68
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	39	45-54	250	<25	0	45-54	24	# of Females:	616	# of Males:	157
25-34	144	55-64	176	25-34	6	55-64	10	% of WF:	79.69%	% of WF:	20.31%
35-44	158	65+	6	35-44	12	65+	0	Average Age:	44.63	Average Age:	48.18
Employee Average Age: 45.35				Supervisor Average Age: 48.02				Average Length of Service: 11.77		Average Length of Service: 10.41	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	49	# of Non-minorities:	720	# African-American:	12	# of "did not respond":	4
% of Workforce:	6.34%	% of Workforce:	93.14%	# Asian/Pacific Island:	9	% of Workforce:	0.52%
Average Age:	38.88	Average Age:	45.84	# Am. Indian/Alaskan:	4	Average Age:	37.78
Average Length of Service:	7.38	Average Length of Service:	11.81	# Hispanic or Latino:	24	Average Length of Service:	4.87

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	30	# of Persons With No Disabilities:	713	# of "did not respond":	30
% of Workforce:	3.88%	% of Workforce:	92.24%	% of Workforce:	3.88%
Average Age:	47.91	Average Age:	45.21	Average Age:	46.16
Average Length of Service:	13.90	Average Length of Service:	11.26	Average Length of Service:	14.54

Officials/Administrators EEO Category 1: 17	Professionals EEO Category 2: 187	Technicians EEO Category 3: 101	Protective Service: Sworn EEO Category 4: 6
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 38	Skilled Craft EEO Category 7: 23	Service/Maintenance EEO Category 8: 401

Separation Rate: 15.54%	Hire Rate: 15.28%	Number Hires: 111	Transfer In: 7
Retirements: 18	All Terminations: 57	Voluntary Quits: 42	Transfer Out: 3

# of Classes Used: 100	Most Populous Classes: Resident Treatment Worker (278), Licensed Practical Nurse (68), Food Service Worker (53)
Separations - By Class:	Resident Treatment Worker (65), Licensed Practical Nurse (12), Food Service Worker (4), Registered Nurse (3)
# Eligible for Retirement:	1 Prot Serv 152 General - in next 5 years % Eligible (Prot Serv): 16.67% % Eligible (General): 19.82%

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

Vacation Payouts: \$359,784.33	Sick Leave Payouts: \$33,217.33	Annual Payroll: \$45,398,652.35	Avg. Base Salary: \$50,844.36	Overtime Days Worked: 4,656.7
Overtime Cost: \$1,228,359.83	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$3,072,180.31	Vacation Days Earned: 15,617.8	Vacation Used Expense: \$2,725,966.49	Vacation Days Taken: 13,932.6	
Sick Leave Days Earned: 14,193.9	Reg. Sick Leave Used Expense: \$1,794,009.57	Reg. Sick Leave Days Used: 9,688.5	Converted Sick Leave To Vacation Days Used: 255.5	
Sick Leave -Earned Value: \$2,594,352.39		Avg. Sick Leave Days Per EE: 12.53	Converted Sick Leave To Vacation Used Expense: \$54,947.00	
Workers' Comp Leave Used Expense: \$0	Workers' Comp Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 2 Up (Vacant): 0 Down (Filled): 2 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-25,178.40	Grievances Contract Grievances: 96 Disciplinary: 38 Language: 58 Non-Contract Grievances: 2 Disciplinary: 1 Language: 1 Arbitrations: 0
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
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