

Dept. of Vocational Rehabilitation Facts – FY '13

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General Information

Address: 510 East 12th Street
Des Moines, IA 50309

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

# FT EEs: 350	# PT EEs: 22	# Temporary EEs: 1	Average Length of Service: 13.48
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Span of Control: 12.93	Total Unemployment Insurance Claims: 8
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	90	<25	0	45-54	12	# of Females:	261	# of Males:	89
25-34	52	55-64	104	25-34	0	55-64	11	% of WF:	74.57%	% of WF:	25.43%
35-44	94	65+	10	35-44	4	65+	0	Average Age:	47.16	Average Age:	50.58
Employee Average Age: 48.03				Supervisor Average Age: 52.83				Average Length of Service: 12.95		Average Length of Service: 15.03	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	22	# of Non-minorities:	326	# African-American:	10	# of "did not respond":	2
% of Workforce:	6.29%	% of Workforce:	93.14%	# Asian/Pacific Island:	9	% of Workforce:	0.57%
Average Age:	44.95	Average Age:	48.08	# Am. Indian/Alaskan:	0	Average Age:	74.27
Average Length of Service:	11.68	Average Length of Service:	13.56	# Hispanic or Latino:	3	Average Length of Service:	19.64

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	34	# of Persons With No Disabilities:	299	# of "did not respond":	17
% of Workforce:	9.71%	% of Workforce:	85.43%	% of Workforce:	4.86%
Average Age:	49.85	Average Age:	47.61	Average Age:	51.86
Average Length of Service:	14.78	Average Length of Service:	13.21	Average Length of Service:	15.57

Officials/Administrators EEO Category 1: 8	Professionals EEO Category 2: 179	Technicians EEO Category 3: 110	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 53	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 5	Transfer In: N/A
Retirements: 10	All Terminations: 2	Voluntary Quits: 4	Transfer Out: N/A

# of Classes Used: 45	Most Populous Classes: Rehab Counselor (93), Disability Examiner Spec (46), Disability Examiner (23), Rehab Assistant (23)
Separations - By Class:	Disability Examiner (3), Rehabilitation Counselor (3), 10 classes with 1 incumbent each
# Eligible for Retirement:	102 in next 5 years % Eligible: 29.14%

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

Vacation Payouts: \$130,542.40	Sick Leave Payouts: \$16,386.65	Annual Payroll: \$24,909,548.28	Avg. Base Salary: \$64,529.62	Overtime Days Worked: 80.9
Overtime Cost: \$27,478.64	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$2,016,203.49	Vacation Days Earned: 7,559.5	Vacation Used Expense: \$1,938,104.40	Vacation Days Taken: 7,432.6	
Sick Leave Days Earned: 5,295.3	Reg. Sick Leave Used Expense: \$828,090.47	Reg. Sick Leave Days Used: 3,362.5	Converted Sick Leave To Vacation Days Used: 334.3	
Sick Leave -Earned Value: \$1,311,995.99		Avg. Sick Leave Days Per EE: 9.61	Converted Sick Leave To Vacation Used Expense: \$87,002.91	
Workers' Comp Leave Used Expense: \$39.67	Workers' Comp Leave Days Used: 0.3	Classification Appeals: N/A	Grievances	
Funeral Leave Used Expense: \$18,187.47	Funeral Days Used: 65.5	Extraordinary Pay: \$0	Contract Grievances: 0	
Jury Leave Used Expense: \$3,134.59	Jury Leave Days Used: 14.0	Special Duty Pay: \$0	Disciplinary: 0	
			Language: 0	
			Non-Contract Grievances: 0	
			Disciplinary: 0	
			Language: 0	
			Arbitrations: 0	
			Approx. Annual New Cost of Reclassified Positions:* \$58,302.40	

* 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