
Just the Facts

For 2010

IOWA EXECUTIVE BRANCH WORKFORCE ALMANAC



State of Iowa
November 2010

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Since the first “Just the Facts” in FY 2000, Reassignment, Recruitment, Retention and Performance bonuses have been drastically reduced. From FY 2000 to FY 2010, the total for these bonus pay expenditures have been reduced by 99.5% across all Executive Branch Departments.

Overtime has also been reduced. Executive Branch employees earned 93,051.1 days of overtime in Fiscal Year 2010, valued at \$23,914,075.68. Of the 93,051.1 days of overtime worked, 85.4% of these days were worked in three departments, Human Services, Transportation, and Corrections. From FY 2000 to FY 2010, overtime has been reduced by 22.2% across all Executive Branch Departments. In FY 2000, the average amount of overtime worked for employees in Human Services, Transportation, and Corrections, when aggregated, was 8.66 days per state employee. In FY 2010, the number of days per employee has dropped to 7.56 days.

Chapter 3: Equal Employment

The State of Iowa is committed to equal opportunity in employment and ensuring that employment practices are nondiscriminatory. The state workforce continues to represent females and minorities in most EEO categories at rates greater than the relevant labor market. The State’s workforce overall has not completely kept pace with the increasing diversity in Iowa, based on the 2000 labor force reported in the U.S. Census. Females represent 50.7% of the State’s workforce compared to 47.4% in the statewide labor force. Minorities make up 6.1% of the State’s workforce while their representation in the statewide labor force is now 6.0%. The representation of persons with disabilities in the State’s workforce is 4.4% and is less than the 11.8% in the statewide labor force rate. Over a third of both female and racial/ethnic minority employees are found in professional job classes.

In the future, the State will need to explore a more diverse range of sources for applicants and methods of retention in order to remain competitive in the recruitment marketplace. Eighty-five percent of the net growth of the nation’s labor force during the 1990s came from people of color, immigrants, and women. The U.S. Census Bureau projects that racial/ethnic minorities will make up 9.7% of Iowa’s population by 2025.

Persons with disabilities also represent a relatively untapped source of labor. According to the U.S. Department of Labor, Bureau of Labor Statistics, the unemployment rate for persons with disabilities was 16.2% in September 2009, while persons with no disabilities has an unemployment rate of 9.2% for the same period of time.

The aging of the baby boomers may also result in a new labor pool to be tapped. While there will be a greater number of workers retiring, and retiring earlier, this is likely to increase the number of people interested in part-time employment and second careers.

Chapter 4: Leave

Employees earned 431,759.8 days of vacation with a value of \$87,671,208.35 and took 392,155.1 days of vacation valued at \$79,444,235.39. This is approximately 21.26* vacation days taken per full-time employee.

Employees used 175,682.9 days of regular sick leave, valued at \$34,121,617.37, during FY 2010. This is about 9.38 days per full-time and part-time employee. This was less than half of the total 329,964.8 days of total sick leave earned, valued at \$63,021,126.90.

** These figures are slightly inflated due to the fact that a small portion of these vacation and sick leave hours are attributed to permanent part-time employees not included in the average.*

Chapter 5: Benefits

Health care costs and utilization continue to rise nationwide, and employees continue to ask for more flexibility in the benefits they receive. Just over 21% of health contract holders in the Executive Branch were in Wellmark's Program 3 Plus health plan. The employee premium share of family coverage for this plan has risen approximately 24% since FY 2000. The employer premium share of family coverage for this plan has more than tripled during the same period.

Chapter 6: Employee Mobility

Many factors affect employee mobility: growth or decline in the number of state jobs, the availability of funding, the dynamics of state programs, types of occupations, geographical location of jobs, the characteristics of state employees themselves, external labor market conditions, and the availability of other employment.

The Executive Branch new hire rate has decreased from 6.0% in FY 2003 to 5.4% in FY 2010. The Executive Branch turnover rate has decreased from 6.3% in FY 2003 to 16.7% in FY 2010. By comparison, according to data attained from the U.S. Department of Labor, turnover rates for the U.S., from September 2005 to August 2006 stand at 23.4%. In contrast to this number, state and local government turnover for the same period of time is 8.2%.

A five-year average shows that almost 54% of employees who voluntarily left the Executive Branch were with the State for less than three years. This, along with the fact that by FY 2015, it has been estimated that over 19.8% of the current workforce will have reached retirement eligibility, makes it imperative that workforce planning be a part of the strategic planning process.

Chapter 7: Age & Years of Service

The State's workforce has continued to age since the first "Just the Facts" in FY2000, until this fiscal year. With the implementation of State Employee Retirement Incentive Program (SERIP) and the continuation of the Sick Leave Insurance Program (SLIP), this trend changed significantly this fiscal year. During the past five years, the number of employees in the 55-59 age group decreased 19.8%, while the number of employees in the 25-29 age group has increased by 11.1%. At the end of FY 2010, the average age of the 18,444 full-time permanent employees working in the Executive Branch was 45.79 years and the average time worked for the State was 12.80 years. These figures are generally comparable when broken down by gender and racial/ethnic minority status. Again, findings support the need for departments to strategically plan for the future. Just over 51% of the workforce generally, and 72% of supervisors, are over 45 years of age.

Chapter 8: Collective Bargaining

The majority (65.7%) of the 18,444 full-time permanent Executive Branch employees are in positions covered by the American Federation of State, County, and Municipal Employees (AFSCME), Iowa Council 61. Employees covered by the AFSCME collective bargaining agreement earn an average annual salary of \$48,113 (up 24.6% from FY 2003). Employees covered by the State Police Officers Council (SPOC) collective bargaining agreement earn an average annual salary of \$56,177 (up 16.1% from FY 2003). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP) collective bargaining agreement earn an average annual salary of \$52,541 (up 27.2% from FY 2003).

Employees covered by the AFSCME collective bargaining agreement are, on average, 45.98 years old and have been employed in the Executive Branch for 12.31 years. Employees covered by the SPOC collective bargaining agreement are, on average, 38.22 years old and have been employed in

the Executive Branch for 12.78 years. Employees covered by the UE/IUP collective bargaining agreement are, on average, 43.67 years old and have been employed in the Executive Branch for 12.19 years.

Conclusion

DAS/HRE publishes “Just the Facts 2010,” an almanac on the Executive Branch workforce, for two primary reasons. First, to assist state decision makers in preparing for the future. Thorough strategic planning is requisite to state government’s future ability to provide quality products and services. Second, the almanac is intended to function as an historical source of workforce data that can be used for comparative purposes as the workforce continues to change.

The information in this almanac represents a static snapshot of our greatest resource – our employees. However, the workforce is fluid and constantly changing. Continuous workforce planning and management of our human capital are essential to future success.

Employees

In this section, the reader will find employment statistics for the Executive Branch workforce, excluding the Fair Authority, Community-Based Corrections (CBC) and the Regents. Tables and graphs show the number of full-time, part-time, and temporary employees along with other overall pictures of the Executive Branch. The following are points of summary for this section:

- At the end of Fiscal Year 2010, there were 18,444 full-time employees, 277 part-time employees, and 948 temporary employees working in the Executive Branch.
- With a net decrease of 2,071 full-time employees from last year’s headcount of 20,515, the number of full-time employees represents a 2.8% increase from Fiscal Year 2003.
- Three departments comprise 57.0% of all Executive Branch employees: Human Services (27.2%), Corrections (14.9%), and Transportation (14.9%).
- Almost thirty-seven percent of all full-time Executive Branch employees are assigned to EEO-4 Category 2 (Professionals)*.
- Just over one-third of all Executive Branch employees worked in Polk County at the end of Fiscal Year 2010.

* EEO-4 Category - The Equal Employment Opportunity Commission occupational category to which a given job class is assigned. There are eight EEO-4 categories.

Executive Branch Full-Time Employees

DEPARTMENT	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10
ADMINISTRATIVE SERVICES	*	366	366	367	375	400	402	350
AGRICULTURE	385	381	380	385	382	392	385	323
ALCOHOLIC BEVERAGES	***	***	51	50	61	61	59	62
AUDITOR	103	100	112	107	106	110	102	102
BANKING****	***	***	62	64	64	81	80	80
BLIND	100	102	99	97	92	89	86	85
CIVIL RIGHTS	28	27	23	23	23	26	27	26
COLLEGE AID	37	36	41	41	46	50	55	45
COMMERCE	287	308	****	****	****	****	****	****
CORRECTIONS	2,977	2,939	2,871	2,920	3,079	3,151	3,119	2,742
CREDIT UNION	***	***	16	15	13	17	14	14
CULTURAL AFFAIRS	63	65	64	70	71	75	70	59
ECONOMIC DEVELOPMENT***	207	216	131	127	131	147	146	115
EDUCATION	599	609	592	596	573	612	637	563
ENERGY INDEPENDENCE	*	*	*	*	*	*		4
ETHICS/CAMPAIGN DISCLOSURE	6	6	6	6	5	6	6	3
FINANCE AUTHORITY	***	***	86	86	83	86	82	82
GENERAL SERVICES	162	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	39	40	40	40	39	49	46	44
HUMAN RIGHTS	51	54	57	55	52	56	54	48
HUMAN SERVICES	5,038	5,146	5,237	5,520	5,625	5,781	5,767	5,021
INFORMATION TECHNOLOGY	116	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	459	474	488	505	514	531	536	478
INSURANCE	***	***	84	87	88	88	92	88
IOWA COMMUNICATIONS NTRWK	95	96	90	80	84	81	86	77
IOWA DEPT OF AGING	29	24	28	32	32	37	36	31
IOWA PUBLIC TELEVISION	112	116	110	116	116	111	110	100
IPERS	***	86	83	86	82	79	77	78
JUSTICE*****	202	207	203	204	241	246	256	225
LAW ENFORCEMENT ACADEMY	27	27	27	27	27	26	25	20
LOTTERY	***	108	108	112	111	110	109	86
MANAGEMENT	27	28	27	28	30	32	31	22
NATURAL RESOURCES	880	898	912	928	945	974	948	896
PAROLE	10	11	10	10	11	11	12	8
PERSONNEL	151	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	10	12	14	****	****	****
PUBLIC DEFENSE	327	366	373	361	354	362	379	384
PUBLIC EMPLOYMENT RELATIONS	10	10	10	9	9	11	10	7
PUBLIC HEALTH	397	388	394	410	407	432	445	416
PUBLIC SAFETY	861	838	847	948	953	990	994	943
REBUILD IOWA	*	*	*	*	*	*	*	12
REVENUE ***	473	359	369	373	362	385	376	299
SECRETARY OF STATE	34	35	39	40	36	38	37	30
TRANSPORTATION	3,163	3,156	3,112	3,112	3,045	3,063	3,032	2,747
TREASURER	21	24	22	23	24	23	25	25
UTILITIES	***	***	90	89	67	68	66	64
VETERAN'S AFFAIRS	736	769	779	799	813	860	15	13
VETERAN'S HOME	***	***	***	***	***	***	857	763
WORKFORCE DEVELOPMENT	765	783	753	766	779	805	820	845
GRAND TOTALS	18,977	19,198	19,202	19,726	19,964	20,552	20,515	18,444

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now are their own department.

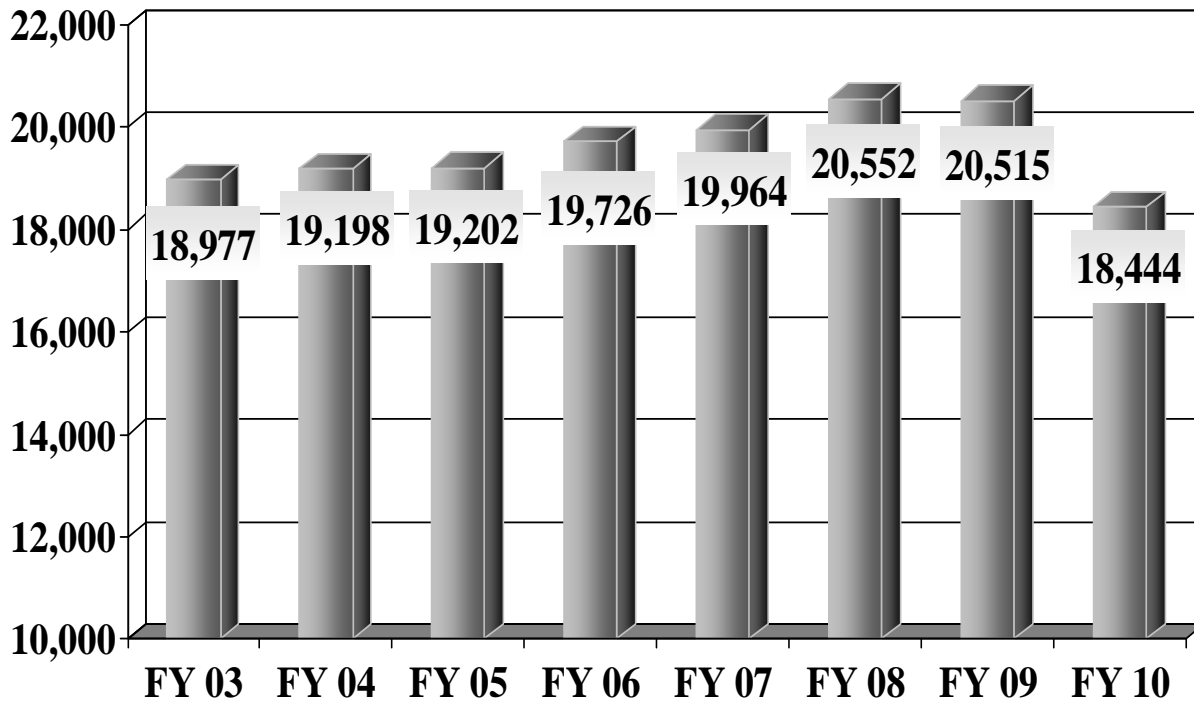
**** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

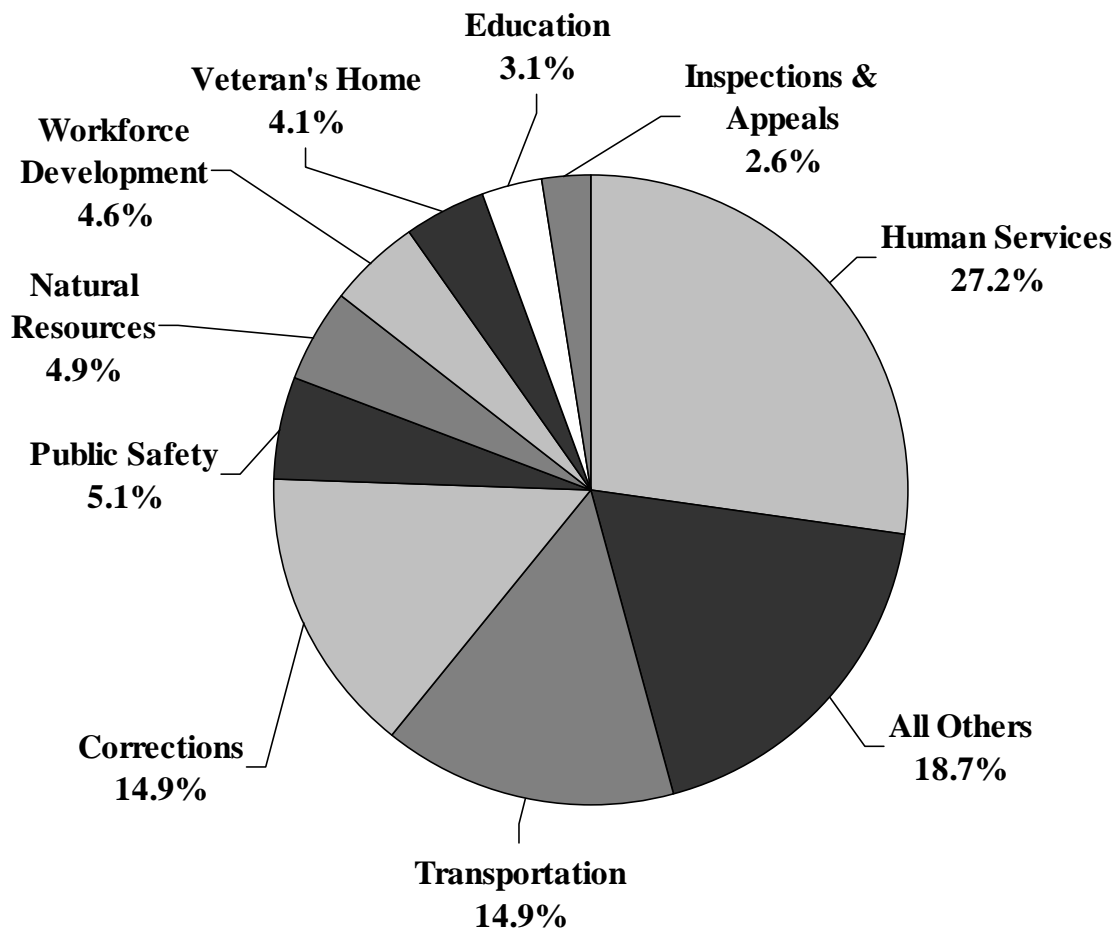
Executive Branch Full-Time Employees by Fiscal Year



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employee Percentages by Department, Fiscal Year 2010



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Work County

COUNTY	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10
	9	7	98*	6	6	5	4	3	3
ADAIR	33	29	30	31	29	29	28	26	26
ADAMS	9	9	9	9	8	7	8	6	7
ALLAMAKEE	32	27	35	31	32	28	32	32	26
APPANOOSE	39	39	41	40	40	41	41	41	32
AUDUBON	3	3	3	6	7	8	8	7	8
BENTON	37	39	41	40	41	43	37	38	32
BLACK HAWK	407	381	377	378	407	415	425	424	370
BOONE	687	699	692	697	748	766	780	800	751
BREMER	29	28	27	30	30	30	30	31	30
BUCHANAN	366	334	321	322	318	315	318	310	258
BUENA VISTA	51	52	48	47	52	53	53	52	48
BUTLER	24	27	28	27	30	31	31	29	27
CALHOUN	118	116	116	112	122	119	124	123	111
CARROLL	84	99	69	70	70	67	69	66	60
CASS	100	99	98	87	91	93	90	94	83
CEDAR	21	22	21	18	19	20	20	20	20
CERRO GORDO	209	214	223	222	228	225	228	220	192
CHEROKEE	273	275	305	309	342	340	348	344	275
CHICKASAW	34	35	35	33	33	33	33	33	30
CLARKE	95	95	52	51	59	58	61	64	74
CLAY	78	86	94	96	98	87	92	92	97
CLAYTON	30	25	25	28	32	33	36	40	38
CLINTON	81	78	83	82	89	88	89	93	83
CRAWFORD	45	43	46	49	50	49	54	53	58
DALLAS	50	51	51	50	51	48	49	47	40
DAVIS	18	15	15	14	13	10	9	10	10
DECATUR	26	29	30	28	29	29	29	29	27
DELAWARE	74	78	76	76	78	77	77	75	72
DES MOINES CTY	97	101	99	102	102	110	107	113	107
DICKINSON	43	44	45	43	46	45	50	46	42
DUBUQUE	166	168	171	177	192	190	199	204	183
EMMET	20	20	17	18	18	16	17	14	14
FAYETTE	57	58	66	65	65	65	66	60	56
FLOYD	29	36	38	35	37	37	41	38	37
FRANKLIN	22	17	18	17	17	17	17	15	15
FREMONT	18	18	18	18	18	21	19	18	19
GREENE	27	23	22	22	23	23	22	25	22
GRUNDY	11	10	12	12	11	12	12	12	9
GUTHRIE	23	18	18	19	19	18	20	22	20
HAMILTON	32	30	32	33	31	30	31	29	27
HANCOCK	22	23	23	23	24	25	25	24	25
HARDIN	233	216	215	213	223	221	225	214	184
HARRISON	30	32	32	32	31	30	32	32	30
HENRY	487	478	482	465	476	482	490	492	429
HOWARD	2	1	1	2	1	0	2	2	2
HUMBOLDT	7	5	5	6	6	5	5	4	4
IDA	8	9	8	9	9	10	10	10	9
IOWA	27	24	24	24	23	24	25	25	20
JACKSON	49	45	45	44	43	40	39	39	34

NOTE: County #0 indicates employee's work assignment outside Iowa.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

* County codes were incorrect for FY04.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Work County (cont.)

COUNTY NAME	FY02	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10
JASPER	391	408	389	379	384	393	400	394	341
JEFFERSON	76	82	81	81	79	78	79	77	68
JOHNSON	490	497	494	485	499	673	744	749	690
JONES	410	418	415	400	400	395	395	396	333
KEOKUK	20	19	18	17	19	20	19	18	15
KOSSUTH	29	29	30	27	29	27	28	26	21
LEE	557	640	639	624	617	618	622	619	527
LINN	423	426	398	408	419	430	441	438	385
LOUISA	16	10	11	11	11	11	11	9	8
LUCAS	52	53	55	55	56	52	52	53	47
LYON	16	14	15	15	15	16	15	15	15
MADISON	8	8	8	9	10	10	10	10	9
MAHASKA	35	37	37	40	43	44	44	40	35
MARION	39	40	40	40	44	39	41	40	32
MARSHALL	812	823	857	872	901	916	955	967	863
MILLS	850	855	865	889	931	945	953	955	886
MITCHELL	8	9	9	9	11	10	9	10	7
MONONA	26	20	20	22	25	26	25	22	21
MONROE	14	15	11	12	13	15	15	14	12
MONTGOMERY	36	25	25	24	23	23	27	25	19
MUSCATINE	70	79	84	80	86	85	89	86	80
O'BRIEN	25	26	26	25	28	13	13	13	11
OSCEOLA	3	3	3	3	3	16	17	16	18
PAGE	408	405	402	435	425	425	416	412	352
PALO ALTO	13	13	13	13	10	17	16	21	23
PLYMOUTH	31	36	37	33	34	33	34	34	32
POCAHONTAS	14	11	11	10	10	11	12	12	11
POLK	6,338	6,285	6,393	6,488	6,638	6,652	6,938	6,904	6,313
POTTAWATTAMIE	284	293	309	327	345	351	381	403	384
POWESHIEK	29	28	29	28	30	29	27	27	23
RINGGOLD	16	12	14	13	12	12	12	14	14
SAC	23	20	20	20	21	20	20	18	17
SCOTT	313	311	319	322	344	352	349	351	326
SHELBY	13	8	8	8	8	8	8	8	6
SIOUX	25	24	25	26	29	28	29	28	24
STORY	1,126	1,126	1,130	1,108	1,118	1,086	1,116	1,115	1,005
TAMA	148	135	136	133	141	144	148	142	123
TAYLOR	15	10	10	9	9	7	6	6	5
UNION	59	66	64	63	67	61	63	62	54
VAN BUREN	11	10	9	10	10	15	16	16	12
WAPELLO	143	145	144	148	143	142	140	145	104
WARREN	37	36	34	37	42	42	35	53	51
WASHINGTON	53	55	57	58	56	59	59	63	60
WAYNE	7	4	5	5	5	5	5	5	5
WEBSTER	496	504	512	495	504	506	514	493	409
WINNEBAGO	12	14	13	13	13	13	14	14	11
WINNESHIEK	59	58	60	60	60	65	69	70	59
WOODBURY	370	389	402	410	406	422	425	424	368
WORTH	13	12	13	13	12	13	15	20	14
WRIGHT	19	21	19	22	21	23	24	23	20
TOTALS	18,953	18,977	19,198	19,202	19,726	19,964	20,552	20,515	18,444

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Work County, Fiscal Year 2010



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by EEO-4 Category, Fiscal Year 2010

DEPARTMENT	EEO-4 Category 1 Official / Administrator	EEO-4 Category 2 Professional	EEO-4 Category 3 Technician	EEO-4 Category 4 Protective Service: Sworn	EEO-4 Category 5 Protective Service: Non- Sworn	EEO-4 Category 6 Admin Support	EEO-4 Category 7 Skilled Craft	EEO-4 Category 8 Service Maintenance
ADMINISTRATIVE SERVICES	41	164	24	0	0	26	32	63
AGRICULTURE	24	96	117	0	0	85	0	0
ALCOHOLIC BEVERAGES	4	14	1	0	0	8	0	35
AUDITOR	8	90	0	0	0	3	0	0
BANKING	15	60	1	0	0	4	0	0
BLIND	6	50	2	0	0	19	8	0
CIVIL RIGHTS	3	21	0	0	0	2	0	0
COLLEGE AID	7	32	2	0	0	4	0	0
CORRECTIONS	138	414	100	1,662	0	139	150	139
CREDIT UNION	3	10	0	0	0	1	0	0
CULTURAL AFFAIRS	4	45	2	0	0	4	1	3
ECONOMIC DEVELOPMENT	17	82	2	0	0	8	0	6
EDUCATION	29	335	106	0	0	91	2	0
ENERGY INDEPENDENCE	8	13	0	0	0	2	0	0
ETHICS/CAMPAIGN DISCLOSURE	1	1	0	0	0	1	0	0
FINANCE AUTHORITY	29	51	0	0	0	2	0	0
GOVERNOR'S OFFICE	25	12	1	0	0	1	0	3
HUMAN RIGHTS	14	31	0	0	0	3	0	0
HUMAN SERVICES	284	1,777	854	226	0	496	110	1,274
INSPECTIONS AND APPEALS	27	386	3	0	0	62	0	0
INSURANCE	20	53	0	3	0	12	0	0
IOWA COMMUNICATIONS NTKW	14	53	8	0	0	0	2	0
IOWA DEPT OF AGING	10	15	4	0	0	2	0	0
IOWA PUBLIC TELEVISION	14	45	36	0	0	5	0	0
IPERS	11	57	2	0	0	8	0	0
JUSTICE	21	168	1	0	0	34	0	0
LAW ENFORCEMENT ACADEMY	1	10	0	1	0	7	1	0
LOTTERY	18	49	6	0	0	12	0	1
MANAGEMENT	2	19	0	0	0	1	0	0
NATURAL RESOURCES	87	510	140	110	0	44	4	1
PAROLE	3	4	0	0	0	1	0	0
PUBLIC DEFENSE	30	158	9	99	0	11	55	22
PUBLIC EMPLOYMENT RELATIONS	2	3	0	0	0	2	0	0
PUBLIC HEALTH	82	258	10	4	0	62	0	0
PUBLIC SAFETY	48	101	36	643	0	109	6	0
REBUILD IOWA	4	7	0	0	0	1	0	0
REVENUE	45	210	3	0	0	41	0	0
SECRETARY OF STATE	5	15	0	0	0	9	0	0
TRANSPORTATION	175	520	487	109	0	294	1,139	23
TREASURER	5	15	2	0	0	2	0	0
UTILITIES	13	45	1	0	0	5	0	0
VETERAN'S AFFAIRS	2	5	0	0	0	3	2	1
VETERAN'S HOME	25	194	98	6	0	41	19	380
WORKFORCE DEVELOPMENT	73	607	38	0	0	126	0	1
GRAND TOTALS	1,397	6,805	2,096	2,863	0	1,793	1,531	1,952

NOTE: As of FY08, Professional Licensing is reported with Banking.

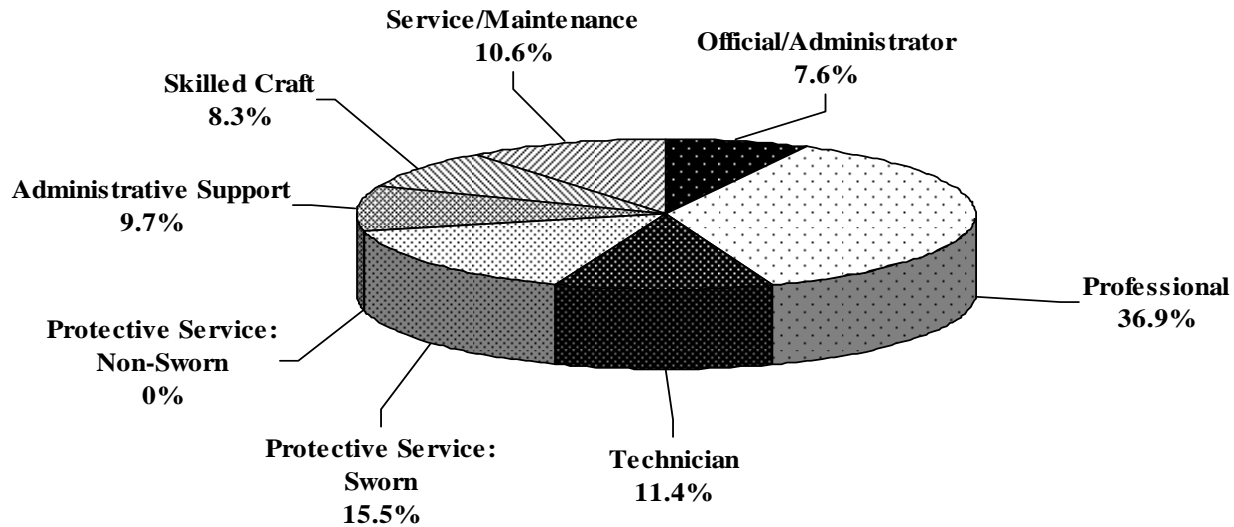
NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories (please refer to page 22-23 for definitions of these categories).

NOTE: The Equal Employment Opportunity Commission exempts elected officials (7) from the EEO-4 Category groupings (pursuant to Section 701(f) of the Equal Employment Opportunity Act of 1972).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2010



NOTE: Percentages are rounded.

NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Part-Time Employees by Department

DEPARTMENT	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10
ADMINISTRATIVE SERVICES	*	2	8	6	3	8	10	7
AGRICULTURE	1	2	1	1	1	1	1	9
ALCOHOLIC BEVERAGES	***	***	0	0	0	0	0	0
AUDITOR	1	1	1	1	1	0	0	0
BANKING****	***	***	1	1	1	1	1	1
BLIND	0	1	0	0	0	0	0	0
CIVIL RIGHTS	1	1	0	1	1	1	1	1
COLLEGE AID	0	0	0	0	0	2	2	1
COMMERCE	6	6	****	****	****	****	****	****
CORRECTIONS	12	15	14	13	13	12	9	7
CREDIT UNION	***	***	0	0	0	0	0	0
CULTURAL AFFAIRS	3	4	2	3	6	5	4	4
ECONOMIC DEVELOPMENT***	1	1	1	1	1	1	1	0
EDUCATION	13	35	36	33	36	42	37	37
ENERGY INDEPENDENCE	*	*	*	*	*	*	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	0	0	0	2	2	2
GENERAL SERVICES	1	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	1
HUMAN RIGHTS	0	1	0	1	1	0	0	0
HUMAN SERVICES	43	48	40	38	37	37	31	21
INFORMATION TECHNOLOGY	0	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	31	31	30	33	36	38	35	33
INSURANCE	***	***	3	4	4	4	3	1
IOWA COMMUNICATIONS NTRWK	0	0	0	0	0	0	0	0
IOWA DEPT OF AGING	1	1	1	0	1	1	1	0
IOWA PUBLIC TELEVISION	0	2	4	2	3	2	0	0
IPERS	***	2	2	2	2	2	2	2
JUSTICE*****	4	4	5	4	4	4	4	4
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	0	1
LOTTERY	***	2	1	3	3	3	2	4
MANAGEMENT	0	0	0	0	0	0	0	0
NATURAL RESOURCES	4	5	5	6	6	6	4	1
PAROLE	4	3	4	4	4	3	3	1
PERSONNEL	2	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	0	0	0	****	****	****
PUBLIC DEFENSE	0	0	0	2	3	1	1	1
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	0	2	4	5	6	6	9	10
PUBLIC SAFETY	1	1	1	1	2	2	1	2
REBUILD IOWA	*	*	*	*	*	*	*	0
REVENUE ***	3	1	1	2	2	2	2	1
SECRETARY OF STATE	0	0	0	0	0	0	0	0
TRANSPORTATION	21	22	18	17	19	16	16	14
TREASURER	1	1	1	1	1	1	1	1
UTILITIES	***	***	4	4	3	3	3	3
VETERAN'S AFFAIRS***	111	115	117	111	113	116	0	0
VETERAN'S HOME	***	***	***	***	***	***	123	101
WORKFORCE DEVELOPMENT	8	8	7	8	7	7	7	6
GRAND TOTALS	273	317	312	308	320	329	316	277

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now are their own department.

**** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

Executive Branch Temporary Employees by Department

DEPARTMENT	FY03	FY04	FY05	FY06	FY07	FY08	FY09	FY10
ADMINISTRATIVE SERVICES	*	4	2	4	7	7	11	2
AGRICULTURE	46	74	37	27	25	32	23	13
ALCOHOLIC BEVERAGES	***	***	1	0	4	4	1	2
AUDITOR	0	0	0	0	1	0	0	0
BANKING****	***	***	0	0	1	1	1	0
BLIND	5	9	8	14	19	11	5	1
CIVIL RIGHTS	0	0	0	1	9	19	18	9
COLLEGE AID	0	0	1	1	1	1	0	1
COMMERCE	3	2	****	****	****	****	****	****
CORRECTIONS	46	53	68	61	63	73	65	58
CREDIT UNION	***	***	0	0	0	0	0	0
CULTURAL AFFAIRS	10	18	18	26	41	32	28	19
ECONOMIC DEVELOPMENT***	9	10	8	1	1	9	11	12
EDUCATION	7	12	12	5	8	15	15	6
ENERGY INDEPENDENCE	*	*	*	*	*	*	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	0	0	0	0	0	0
GENERAL SERVICES	0	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	1	0	2	1	3	2	3	3
HUMAN RIGHTS	1	0	0	0	1	10	1	2
HUMAN SERVICES	82	102	104	136	128	150	140	113
INFORMATION TECHNOLOGY	1	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	43	27	32	31	34	30	30	27
INSURANCE	***	***	8	4	6	4	7	8
IOWA COMMUNICATIONS NTWRK	0	0	1	1	0	0	0	0
IOWA DEPT OF AGING	0	1	1	1	1	2	1	0
IOWA PUBLIC TELEVISION	26	35	23	35	38	39	27	37
IPERS	***	0	1	1	1	0	1	1
JUSTICE*****	4	4	6	6	7	11	5	6
LAW ENFORCEMENT ACADEMY	4	4	4	4	4	4	7	4
LOTTERY	***	5	6	3	1	1	1	1
MANAGEMENT	0	0	0	0	0	1	2	1
NATURAL RESOURCES	364	313	338	354	400	445	286	309
PAROLE	3	3	4	2	4	1	1	1
PERSONNEL	4	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	0	0	0	****	****	****
PUBLIC DEFENSE	19	29	26	23	29	21	22	25
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	46	33	45	68	62	60	56	58
PUBLIC SAFETY	5	23	26	28	27	31	25	23
REBUILD IOWA	*	*	*	*	*	*	*	0
REVENUE ***	73	51	50	35	42	40	31	30
SECRETARY OF STATE	2	1	2	5	1	1	2	0
TRANSPORTATION	149	89	80	81	106	105	135	140
TREASURER	2	2	3	2	0	1	3	1
UTILITIES	***	***	0	0	0	0	0	0
VETERAN'S AFFAIRS***	83	83	111	98	102	69	0	0
VETERAN'S HOME	***	***	***	***	***	***	53	31
WORKFORCE DEVELOPMENT	74	44	61	23	6	15	34	4
GRAND TOTALS	1,112	1,031	1,089	1,082	1,183	1,247	1,051	948

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

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***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Salaries

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In this section the reader will find Fiscal Year 2010 salary and payroll information for the Executive Branch workforce, not including the Fair Authority, Community-Based Corrections and Regents. The following are points of summary for this section. The State's workforce covers a wide range of jobs. This should be taken into account when reviewing average salaries that include everything from correctional officers and secretaries to physicians and engineers.

In Fiscal Year 2010, executive branch full-time employees, on average, earned \$53,907 annually in base salary.

The average salary of Executive Branch full-time employees has increased 24.0% since Fiscal Year 2003 and 0.5% since last fiscal year.

Since the first "Just the Facts" in FY 2000, Reassignment, Recruitment, Retention and Performance bonuses have been drastically reduced. The total for these bonus pay expenditures have been reduced by 99.5% from FY 2000 across all Executive Branch departments.

Executive Branch employees worked 112,898.1 days of overtime in Fiscal Year 2010, valued at \$29,280,814.64.

Of the 112,898.1 days of overtime worked, 88.0% of these days were worked in three departments, Transportation, Human Services, and Corrections.

Since the first "Just the Facts" in FY 2000, overtime has been reduced 5.6% across all Executive Branch departments. In FY 2000, the average amount of overtime worked for employees in Human Services, Transportation, and Corrections, when aggregated, was 8.66 days per state employee. In FY 2010, the number of days per employee has increased to 9.45 days.

Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2010

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
ADMINISTRATIVE SERVICES	1	\$3,889.60	0	\$0.00	0	\$0.00	0	\$0.00
AGRICULTURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ALCOHOLIC BEVERAGES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
AUDITOR	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BANKING	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BLIND	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CIVIL RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
COLLEGE AID	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CORRECTIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CREDIT UNION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CULTURAL AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ECONOMIC DEVELOPMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
EDUCATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ENERGY INDEPENDENCE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
FINANCE AUTHORITY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GOVERNOR'S OFFICE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
HUMAN RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
HUMAN SERVICES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
INSPECTIONS AND APPEALS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
INSURANCE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA COMMUNICATIONS NTWK	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA DEPT OF AGING	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA PUBLIC TELEVISION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IPERS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
JUSTICE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LAW ENFORCEMENT ACADEMY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LOTTERY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
MANAGEMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
NATURAL RESOURCES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PAROLE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC DEFENSE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC EMPLOYMENT RELATIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC HEALTH	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC SAFETY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
REBUILD IOWA	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
REVENUE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
SECRETARY OF STATE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TRANSPORTATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TREASURER	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
UTILITIES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
VETERANS AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
VETERANS HOME	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
WORKFORCE DEVELOPMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GRAND TOTALS	1	\$3,889.60	0	\$0.00	0	\$0.00	0	\$0.00

NOTE: Employees receiving bonuses counted only one time in each category but may have received more than one payment.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: TMohning

Executive Branch Full-Time Average Base Salary by Department

Department	FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10
ADMINISTRATIVE SERVICES	*	\$53,023	\$56,017	\$57,743	\$58,841	\$60,169	\$62,155	\$63,140
AGRICULTURE	\$40,716	\$42,939	\$44,696	\$45,630	\$46,820	\$48,029	\$50,502	\$51,620
ALCOHOLIC BEVERAGES	****	****	\$42,632	\$45,069	\$41,517	\$45,154	\$47,548	\$43,190
AUDITOR	\$51,673	\$54,007	\$52,465	\$54,291	\$54,838	\$57,155	\$60,936	\$59,633
BANKING	****	****	\$68,909	\$71,871	\$77,197	\$77,236	\$82,758	\$84,560
BLIND	\$41,684	\$43,837	\$46,280	\$47,031	\$48,874	\$51,403	\$53,368	\$52,635
CIVIL RIGHTS	\$47,370	\$49,470	\$50,587	\$53,341	\$54,489	\$55,606	\$57,311	\$57,863
COLLEGE AID	\$42,351	\$44,545	\$45,186	\$47,409	\$49,227	\$51,512	\$55,096	\$55,580
COMMERCE	\$59,580	\$59,858	****	****	****	****	****	****
CORRECTIONS	\$40,924	\$43,303	\$45,659	\$46,933	\$47,323	\$49,026	\$51,038	\$51,471
CREDIT UNION	****	****	\$56,890	\$60,866	\$69,741	\$69,528	\$76,523	\$77,554
CULTURAL AFFAIRS	\$45,486	\$46,868	\$49,731	\$49,293	\$51,407	\$53,574	\$56,434	\$56,800
ECONOMIC DEVELOPMENT	\$50,814	\$54,050	\$56,775	\$58,344	\$59,975	\$61,972	\$65,503	\$64,255
EDUCATION	\$47,738	\$50,424	\$52,745	\$54,745	\$56,856	\$58,337	\$61,184	\$62,457
ENERGY INDEPENDENCE	*	*	*	*	*	*	\$84,963	\$61,911
ETHICS/CAMPAIGN DISCLOSURE	\$46,011	\$48,105	\$51,467	\$53,888	\$57,671	\$57,057	\$60,214	\$62,000
FINANCE AUTHORITY	***	***	\$56,169	\$59,834	\$62,351	\$66,900	\$71,106	\$70,756
GENERAL SERVICES	\$36,705	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	\$52,486	\$53,482	\$55,474	\$57,525	\$57,857	\$60,522	\$62,038	\$66,649
HUMAN RIGHTS	\$48,389	\$49,457	\$51,894	\$54,618	\$57,120	\$60,140	\$62,253	\$63,620
HUMAN SERVICES	\$38,826	\$40,309	\$41,945	\$42,787	\$44,209	\$45,498	\$47,487	\$47,561
INFORMATION TECHNOLOGY	\$66,257	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	\$53,133	\$55,713	\$58,199	\$59,248	\$60,471	\$62,247	\$64,634	\$66,175
INSURANCE	****	****	\$55,910	\$56,297	\$57,745	\$60,527	\$64,496	\$64,876
IA COMMUNICATIONS NETWORK	\$55,501	\$59,516	\$61,334	\$64,849	\$67,112	\$70,824	\$73,087	\$74,004
IOWA DEPT OF AGING	\$48,882	\$51,894	\$53,089	\$54,075	\$54,679	\$57,058	\$59,920	\$60,105
IOWA PUBLIC TELEVISION	\$49,079	\$51,143	\$53,764	\$55,019	\$56,342	\$58,959	\$61,084	\$61,737
IPERS	***	\$54,162	\$56,884	\$58,295	\$59,711	\$63,630	\$66,123	\$66,344
JUSTICE*****	\$66,106	\$67,995	\$68,314	\$70,247	\$75,754	\$78,962	\$81,797	\$81,482
LAW ENFORCEMENT ACADEMY	\$46,914	\$48,992	\$50,409	\$51,987	\$53,853	\$55,666	\$56,955	\$51,835
LOTTERY	***	\$48,642	\$52,600	\$54,316	\$56,103	\$56,107	\$58,479	\$60,335
MANAGEMENT	\$72,316	\$74,864	\$77,391	\$77,623	\$79,490	\$83,329	\$84,688	\$86,438
NATURAL RESOURCES	\$48,060	\$49,471	\$51,984	\$53,503	\$54,766	\$56,521	\$58,866	\$58,750
PAROLE	\$52,995	\$52,680	\$55,016	\$58,278	\$54,767	\$61,777	\$60,959	\$67,349
PERSONNEL	\$52,267	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	****	****	\$52,171	\$53,454	\$58,470	****	****	****
PUBLIC DEFENSE	\$40,791	\$42,553	\$44,803	\$46,774	\$48,694	\$50,251	\$51,388	\$51,049
PUBL EMPLOYMENT RELATIONS	\$63,006	\$65,136	\$67,626	\$80,221	\$82,961	\$81,344	\$81,931	\$82,477
PUBLIC HEALTH	\$50,239	\$52,713	\$55,278	\$56,192	\$57,755	\$59,809	\$62,192	\$62,598
PUBLIC SAFETY	\$49,062	\$51,146	\$52,834	\$52,405	\$53,651	\$55,688	\$58,531	\$59,491
REVENUE***	\$48,111	\$49,193	\$50,759	\$52,090	\$54,205	\$55,230	\$58,053	\$58,970
REBUILD IOWA	*	*	*	*	*	*	*	\$59,173
SECRETARY OF STATE	\$45,409	\$49,546	\$51,943	\$52,646	\$52,271	\$54,244	\$56,379	\$56,107
TRANSPORTATION	\$42,591	\$45,021	\$47,277	\$48,599	\$49,635	\$51,344	\$53,380	\$53,138
TREASURER	\$49,349	\$49,340	\$49,951	\$51,480	\$50,415	\$54,625	\$55,676	\$52,682
UTILITIES*****	****	****	\$74,358	\$76,630	\$73,132	\$75,410	\$78,771	\$79,149
VETERAN'S AFFAIRS	\$38,329	\$39,821	\$41,602	\$42,381	\$43,014	\$44,459	\$45,902	\$44,385
VETERAN'S HOME	***	***	***	***	***	***	\$46,022	\$47,404
WORKFORCE DEVELOPMENT	\$44,091	\$46,482	\$48,821	\$49,952	\$50,452	\$52,137	\$53,707	\$51,865
AVERAGE ANNUAL SALARY	\$43,476	\$45,482	\$47,506	\$48,605	\$49,762	\$51,441	\$53,619	\$53,907

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

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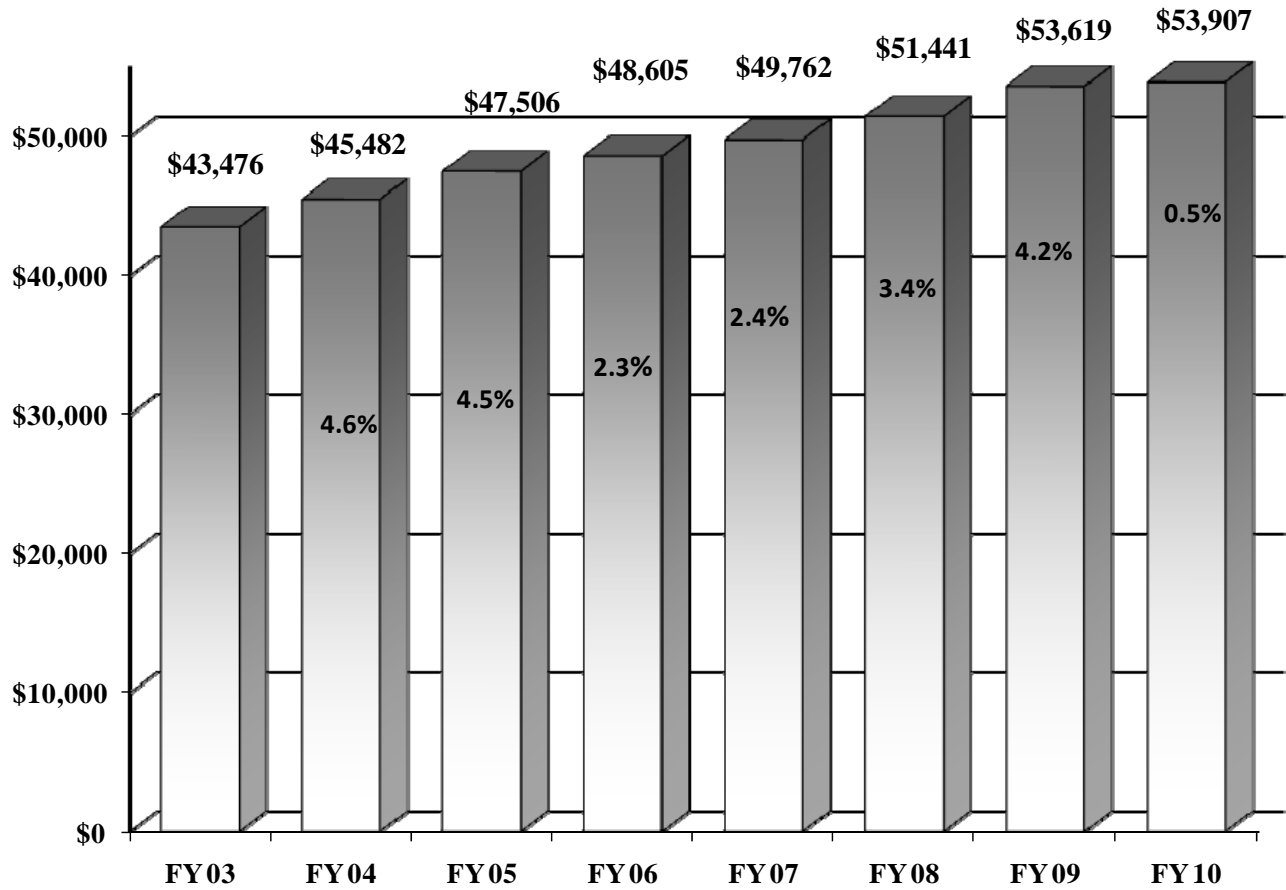
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-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Average Base Salary



NOTE: Percentages in each bar represent increase from previous fiscal year.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Overtime/Compensatory Time by Department, Fiscal Year 2010

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
ADMINISTRATIVE SERVICES	\$254,704.99	965.8	\$131,069.86	636.6	\$69,740.34	342.4
AGRICULTURE	\$4,571.29	18.2	\$28,696.74	154.5	\$26,650.20	149.1
ALCOHOLIC BEVERAGES	\$208,178.79	1,051.4	\$21,800.89	155.6	\$4,670.46	29.6
AUDITOR	\$4,372.21	27.1	\$0.00	0.0	\$0.00	0.0
BANKING	\$178.64	0.9	\$328.71	2.1	\$213.84	1.4
BLIND	\$14,952.73	47.3	\$8,489.73	47.3	\$8,866.07	50.3
CIVIL RIGHTS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
COLLEGE AID	\$3.33	0.0	\$0.00	0.0	\$0.00	0.0
CORRECTIONS	\$4,358,154.20	15,702.3	\$4,187,813.80	22,899.3	\$862,686.28	4,559.3
CREDIT UNION	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
CULTURAL AFFAIRS	\$1,156.79	6.0	\$35,182.58	166.4	\$33,747.56	158.9
ECONOMIC DEVELOPMENT	\$7,375.17	23.4	\$3,124.89	13.3	\$2,662.38	10.8
EDUCATION	\$156,583.26	514.5	\$26,732.35	116.0	\$27,176.76	117.0
ENERGY INDEPENDENCE	\$2,754.37	10.8	\$11,077.13	54.8	\$9,405.22	46.3
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$207.24	0.9	\$207.24	0.9
FINANCE AUTHORITY	\$51,261.53	185.0	\$30,638.71	118.0	\$28,152.09	108.9
GOVERNOR'S OFFICE	\$0.00	0.0	\$7,339.84	49.1	\$6,591.65	43.4
HUMAN RIGHTS	\$2,068.90	9.0	\$9,556.54	48.5	\$9,127.33	46.1
HUMAN SERVICES	\$9,247,841.13	38,228.9	\$4,915,896.67	30,971.4	\$1,793,363.43	10,715.9
INSPECTIONS AND APPEALS	\$26,273.79	77.8	\$44,424.88	182.1	\$32,077.42	140.8
INSURANCE	\$365.18	1.5	\$27,389.21	110.9	\$20,929.29	88.0
IOWA COMMUNICATIONS NTKW	\$56,141.47	159.4	\$17,572.70	58.5	\$9,332.46	32.5
IOWA DEPT OF AGING	\$6,426.64	23.4	\$3,332.45	17.1	\$3,333.04	16.9
IOWA PUBLIC TELEVISION	\$32,627.66	109.0	\$65,092.24	310.5	\$41,180.23	188.8
IPERS	\$62,647.58	200.9	\$21,250.76	95.7	\$15,073.03	68.7
JUSTICE	\$3,933.68	15.9	\$29,764.36	122.2	\$21,093.04	95.7
LAW ENFORCEMENT ACADEMY	\$12,904.61	52.5	\$23,586.51	122.8	\$14,159.59	73.2
LOTTERY	\$40,270.03	175.5	\$61,222.96	297.0	\$31,999.43	147.1
MANAGEMENT	\$0.00	0.0	\$778.73	4.6	\$778.73	4.6
NATURAL RESOURCES	\$65,772.33	248.0	\$1,385,713.94	6,601.2	\$827,651.95	4,034.8
PAROLE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC DEFENSE	\$321,808.76	1,190.7	\$333,905.61	1,913.7	\$194,070.39	1,108.4
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$160,855.32	520.4	\$136,678.88	603.1	\$120,525.56	537.8
PUBLIC SAFETY	\$390,948.54	1,364.3	\$2,101,988.18	9,851.9	\$701,029.57	3,474.8
REBUILD IOWA	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
REVENUE	\$13,278.87	34.8	\$7,166.30	27.2	\$5,356.90	22.3
SECRETARY OF STATE	\$8,840.35	33.9	\$12,353.49	59.4	\$10,593.00	51.4
TRANSPORTATION	\$12,139,335.99	45,418.6	\$5,292,282.36	43,455.5	\$2,494,201.67	19,587.0
TREASURER	\$5,574.80	34.5	\$6,118.41	39.9	\$7,719.39	49.4
UTILITIES	\$0.00	0.0	\$15,702.10	50.1	\$15,109.29	47.4
VETERANS AFFAIRS	\$0.00	0.0	\$2,257.68	14.7	\$1,124.57	7.2
VETERANS HOME	\$706,005.81	3,002.4	\$1,082,215.31	6,425.3	\$278,780.29	1,521.3
WORKFORCE DEVELOPMENT	\$912,645.90	3,444.1	\$212,188.92	1,181.7	\$139,852.67	830.4
GRAND TOTALS	\$29,280,814.64	112,898.1	\$20,300,941.66	126,978.8	\$7,869,232.36	48,508.8

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

Salary Increases of Executive Branch Employees

Fiscal Year	Steps	Contract Covered (AFSCME only)			Non-Contract		
		Across-the-Board		Steps	Across-the-Board	Merit Steps	
1982	7 TO 6	8.0%	(a)	None	8.0%	None	
1983	6	8.0%		None	8.0%	None	
1984	6	0.0%		None	0.0%	None	
1985	6	4.0%		+ Step	4.0%	Min/Max (up to 5%)	
1986	6	1.0%		+ Step	1.0%	Min/Max (up to 5%)	
1987	6	1.0%		+ Step	1.0%	Min/Max (up to 5%)	
1988	6	2.0%		+ Step	2.0%	Min/Max (up to 5%)	
1989	6	4.0%		+ Step	4.0%	Min/Max (up to 5%)	
1990	6	3.5%		+ Step	3.5%	Min/Max (up to 5%)	
1991	6	5.0%		+ Step	5.0%	Min/Max (up to 5%)	
1992	6	5.0%	(c)	+ Step	0.0%	None	
1993	6	4.0%		+ Step	(b) 7.5%	Min/Max (up to 5%)	
1994	6	PLUS \$650		+ Step	PLUS \$650	Min/Max (up to 5%)	
1995	6	4.0%	(d)	+ Step	4.0%	Min/Max (up to 5%)	(d)
1996	6	3.0%		+ Step	3.0%	Min/Max (up to 5%)	
1997	6	2.5%		+ Step	(e) 2.5%	Min/Max (up to 5%)	(e)
1998	6	3.0%		+ Step	3.0%	Min/Max (up to 5%)	
1999	6	3.0%		+ Step	3.0%	Min/Max (up to 5%)	
2000	6 TO 7	0.0%	(f)	+ Step	3.0%	Min/Max (up to 5%)	
2001	7 TO 8	2.6%	(g)	+ Step	3.0%	Min/Max (up to 5%)	
2002	8	3.0%		+ Step	3.0%	Min/Max (up to 5%)	(h)
2003	Min/Max	3.0%	(i) (j)	+ 4.0%	3.0%	Min/Max (up to 5%)	
2004	Min/Max	2.0%		+ 4.5%	2.0%	Min/Max (up to 5%)	
2005	Min/Max	2.0%	(k)	+ 4.5%	2.0%	Min/Max (up to 5%)	
2006	Min/Max	0.0%	(l)	+ 4.5%	0.0%	Min/Max (up to 5%)	
2007	Min/Max	2.0%		+ 4.5%	2.0%	Min/Max (up to 5%)	
2008	Min/Max	3.0%		+4.5%	3.0%	Min/Max (up to 5%)	
2009	Min/Max	3.0%		+4.5%	3.0%	Min/Max (up to 5%)	
2010	Min/Max	0.0%		+4.5%	0.0%	Min/Max (up to 5%)	
2011	Min/Max	3.0%	(m)	+4.5%	0.0%	Min/Max (up to 5%)	

- (a) Includes both Across-the-Board and Step increases
- (b) Contractual employees received a \$400 bonus in December 1992
- (c) 3.0% effective July 1, 1991 and 2.0% effective January 1, 1992
- (d) 2.0% effective July 1, 1994 and 2.0% effective January 1, 1994
- (e) A one-time \$300 payment for full-time employees at the top step was provided in December 1996. Part-time employees at the top step received a one-time \$150 payment
- (f) Increased the number of steps but retained the minimums and maximums. The increased step was equivalent to a 3.0% ATB
- (g) The maximum was increased on average by 3.2% due to the 8th step
- (h) Non-Contract Pay plan merged to 000 and ranges matched to AFSCME 014 Pay Plan
- (i) All AFSCME plans merged into 014 and maximums were increased by 4.0%
- (j) FY03 increase was effective November 1, 2002
- (k) 2.0% added to Non-Contract/AFSCME range maximums January 1, 2005
- (l) 2.5% added to Non-Contract/AFSCME range maximums April 1, 2006
- (m) 2.0% effective July 1, 2010 and 1.0% effective January 1, 2011

NOTE: The first session of the 74th General Assembly passed salary adjustment legislation (SF 548) for Fiscal Year 1992 fully funded the arbitrated agreements for contract employees and provided a 2.0% Across-the-Board increase for non-contract employees. The Governor item vetoed the increase and was taken to court by the unions. The Iowa Supreme Court found in favor of the unions. The second session of the 74th General Assembly passed salary adjustment legislation (SF 2393) which fully funded the arbitrated agreements for contract employees and provided back pay for Fiscal Year 1992. Non-Contract employees received no back pay, but were given 7.5% increases for Fiscal Year 1992.

Source: Iowa Department of Administrative Services, HRE, CHellmann

EEO-4 Protective Service Sworn - Occupations in which workers are entrusted with public safety, security and protection from destructive forces.

EEO-5 Protective Service: Non-Sworn - Occupations which include crossing guards, lifeguards and other protective service occupations.

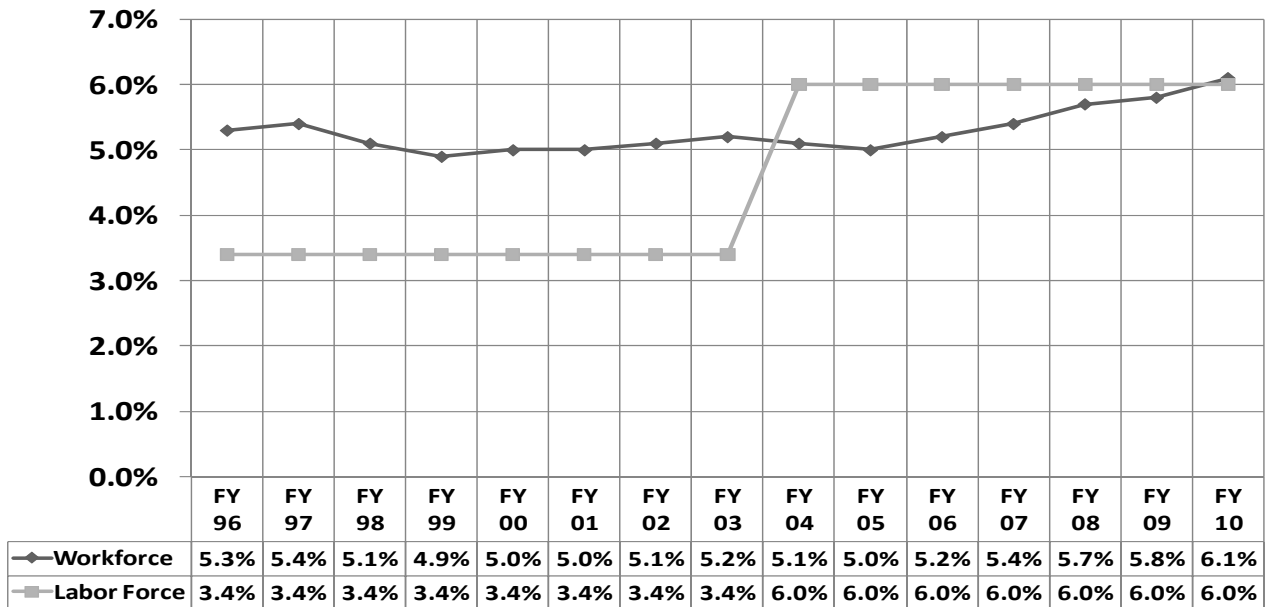
EEO-6 Administrative Support - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

EEO-7 Skilled Craft - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on- the-job training and experience or through apprenticeship or other formal training programs.

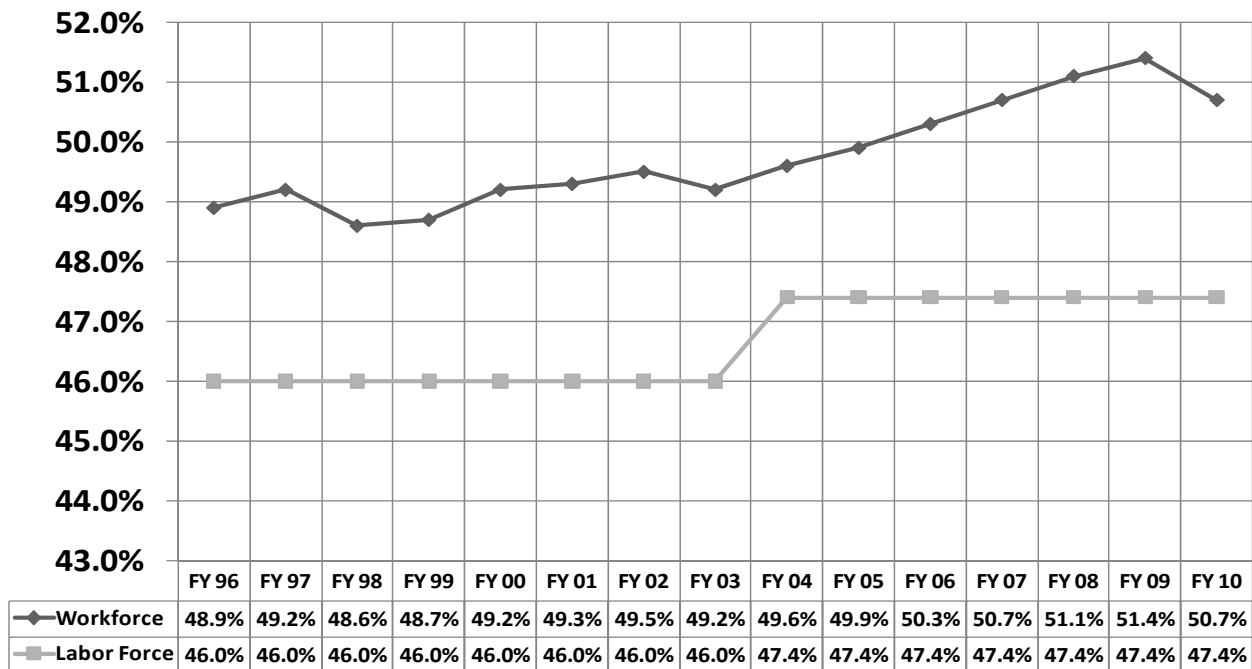
EEO-8 Service Maintenance - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

Executive Branch Workforce in Comparison to Iowa's Labor Force

RACIAL/ETHNIC MINORITIES



FEMALES



Note: Labor force numbers reflect the 2000 U.S. Census data, specific to Iowa, utilized as of FY04.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by Department

DEPARTMENT	FY03 Male	FY03 Female	FY04 Male	FY04 Female	FY05 Male	FY05 Female	FY06 Male	FY06 Female
ADMINISTRATIVE SERVICES	*	*	216	150	211	155	207	160
AGRICULTURE	197	188	196	185	197	183	200	185
ALCOHOLIC BEVERAGES	****	****	****	****	31	20	30	20
AUDITOR	49	54	44	56	52	60	50	57
BANKING	****	****	****	****	42	20	43	21
BLIND	40	60	41	61	39	60	37	60
CIVIL RIGHTS	11	17	11	16	9	14	10	13
COLLEGE AID	13	24	13	23	13	28	10	31
COMMERCE	133	130	166	142	****	****	****	****
CORRECTIONS	2,093	884	2,069	870	2,018	853	2,046	874
CREDIT UNION	****	****	****	****	8	8	8	7
CULTURAL AFFAIRS	29	34	28	37	27	37	28	42
ECONOMIC DEVELOPMENT***	76	131	82	134	51	80	45	82
EDUCATION	188	411	194	415	185	407	189	407
ETHICS/CAMPAIGN DISCLOSURE	1	5	1	5	1	5	1	5
FINANCE AUTHORITY**	**	**	**	**	35	51	35	51
GENERAL SERVICES	105	57	***	***	***	***	***	***
GOVERNOR'S OFFICE	14	25	13	27	13	27	13	27
HUMAN RIGHTS	19	32	22	32	22	35	23	32
HUMAN SERVICES	1,384	3,654	1,394	3,752	1,410	3,827	1,472	4,048
INFORMATION TECHNOLOGY	69	47	***	***	***	***	***	***
INSPECTIONS AND APPEALS	169	290	178	296	189	299	195	310
INSURANCE	****	****	****	****	37	47	34	53
IOWA COMMUNICATIONS NTRWK	56	39	58	38	54	36	52	28
IOWA DEPT OF AGING	9	20	8	16	8	20	6	26
IOWA PUBLIC TELEVISION	66	46	69	47	67	43	67	49
IPERS	**	**	33	53	32	51	33	53
JUSTICE*****	98	128	85	122	88	115	89	115
LAW ENFORCEMENT ACADEMY	15	12	15	12	15	12	14	13
LOTTERY	**	**	66	42	66	42	67	45
MANAGEMENT	15	12	16	12	16	11	16	12
NATURAL RESOURCES	668	212	660	238	665	247	675	253
PAROLE	4	6	4	7	3	7	3	7
PERSONNEL	59	92	***	***	***	***	***	***
PROFESSIONAL LICENSING	****	****	****	****	3	7	4	8
PUBLIC DEFENSE	253	74	279	87	287	86	277	84
PUBLIC EMPLOYMENT RELATIONS	5	5	5	5	5	5	5	4
PUBLIC HEALTH	105	292	104	284	106	288	110	300
PUBLIC SAFETY	669	192	642	196	653	194	740	208
REVENUE**	225	248	155	204	157	212	158	215
SECRETARY OF STATE	7	27	8	27	10	29	10	30
TRANSPORTATION	2,379	784	2,374	782	2,339	773	2,339	773
TREASURER	5	16	7	17	4	18	4	19
UTILITIES	****	****	****	****	52	38	51	38
VETERAN'S AFFAIRS	131	605	141	628	145	634	147	652
VETERAN'S HOME								
WORKFORCE DEVELOPMENT	271	494	275	508	261	492	264	502
GRAND TOTAL	9,630	9,347	9,672	9,526	9,626	9,576	9,807	9,919

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now are their own department.

**** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender, by Department (cont.)

DEPARTMENT	FY07 Male	FY07 Female	FY08 Male	FY08 Female	FY09 Male	FY09 Female	FY10 Male	FY10 Female
ADMINISTRATIVE SERVICES	210	165	224	176	228	174	209	141
AGRICULTURE	198	184	207	185	201	184	175	148
ALCOHOLIC BEVERAGES	40	21	38	23	37	22	45	17
AUDITOR	55	51	50	60	47	55	46	56
BANKING****	41	23	46	35	45	35	47	33
BLIND	34	58	33	56	30	56	29	56
CIVIL RIGHTS	9	14	10	16	10	17	9	17
COLLEGE AID	12	34	12	38	16	39	14	31
COMMERCE	****	****	****	****	****	****	****	****
CORRECTIONS	2,110	969	2,127	1,024	2,104	1,015	1,870	872
CREDIT UNION	7	6	10	7	8	6	8	6
CULTURAL AFFAIRS	28	43	31	44	28	42	23	36
ECONOMIC DEVELOPMENT***	49	82	52	95	51	95	35	80
EDUCATION	173	400	186	426	194	443	168	395
ENERGY INDEPENDENCE	*	*	*	*	1	3	9	14
ETHICS/CAMPAIGN DISCLOSURE	1	4	1	5	1	5	1	2
FINANCE AUTHORITY***	32	51	36	50	30	52	29	53
GENERAL SERVICES	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	16	23	21	28	24	26	22	22
HUMAN RIGHTS	22	30	25	31	23	31	21	27
HUMAN SERVICES	1,491	4,134	1,526	4,255	1,524	4,243	1,354	3,667
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	201	313	196	335	190	346	168	310
INSURANCE	34	54	34	54	37	55	35	53
IOWA COMMUNICATIONS NTWRK	53	31	50	31	54	32	50	27
IOWA DEPT OF AGING	5	27	6	31	7	29	6	25
IOWA PUBLIC TELEVISION	68	48	66	45	62	48	57	43
IPERS	29	53	29	50	29	48	32	46
JUSTICE*****	92	127	108	138	111	145	93	132
LAW ENFORCEMENT ACADEMY	14	13	13	13	12	13	7	13
LOTTERY***	67	44	64	46	65	44	51	35
MANAGEMENT	18	12	19	13	16	15	11	11
NATURAL RESOURCES	679	266	697	277	670	278	628	268
PAROLE	3	8	3	8	3	9	3	5
PERSONNEL	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	3	11	****	****	****	****	****	****
PUBLIC DEFENSE	275	79	278	84	290	89	289	95
PUBLIC EMPLOYMENT RELATIONS	5	4	5	6	4	6	3	4
PUBLIC HEALTH	105	302	121	311	122	323	108	308
PUBLIC SAFETY	738	215	763	227	771	223	747	196
REBUILD IOWA	*	*	*	*	*	*	3	9
REVENUE***	152	210	156	229	155	221	122	177
SECRETARY OF STATE	8	28	11	27	12	25	10	20
TRANSPORTATION	2,287	758	2,299	764	2,280	752	2,073	674
TREASURER	4	20	5	18	5	20	5	20
UTILITIES	53	36	38	30	37	29	36	28
VETERAN'S AFFAIRS	154	659	162	698	10	5	8	5
VETERAN'S HOME					152	705	143	620
WORKFORCE DEVELOPMENT	265	514	279	526	278	542	290	555
GRAND TOTAL	9,840	10,124	10,037	10,515	9,974	10,545	9,092	9,352

* Department not in existence at the time.

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*** Formerly part of other department and now are their own department.

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***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2010

	Category 1 Official/Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Males	747	2,694	845	2,421
% Chg from FY '09	-22.8%	-7.4%	-13.4%	-6.7%
Females	650	4,111	1,251	442
% Chg from FY '09	-25.5%	-5.6%	-16.8%	-7.3%
Totals	1,397	6,805	2,096	2,863
% Chg from FY '09	-24.1%	-6.3%	-15.5%	-6.8%
	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Males	0	170	1,487	722
% Chg from FY '09	0%	-8.1%	-10.4%	7.0%
Females	0	1,623	44	1,230
% Chg from FY '09	0.0%	-18.3%	-17.0%	-4.9%
Totals	0	1,793	1,531	1,952
% Chg from FY '09	0.0%	-17.4%	-10.6%	-0.9%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: With the beginning of FY06, the State's analysis of underutilization calculations started using the 2000 U.S. Census labor force data. One of the revisions necessitated by this change was that the labor force data was mapped to revised EEO categories. When the Equal Employment Opportunity Commission revised its EEO-4 (State and Local Government) Categories, it eliminated the Paraprofessional category and revised the Protective Services Category to include Sworn and Non-Sworn. The result is that the FY06 workforce count shows no employees in the Paraprofessional category.

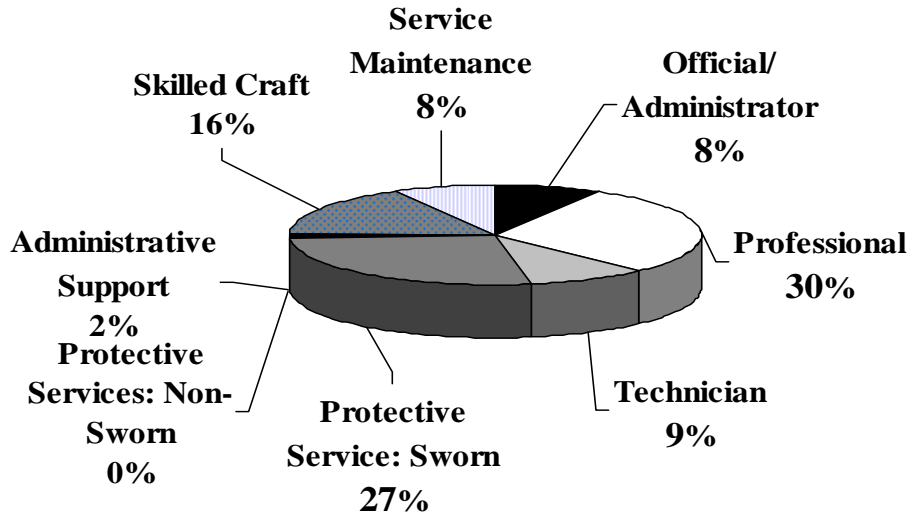
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

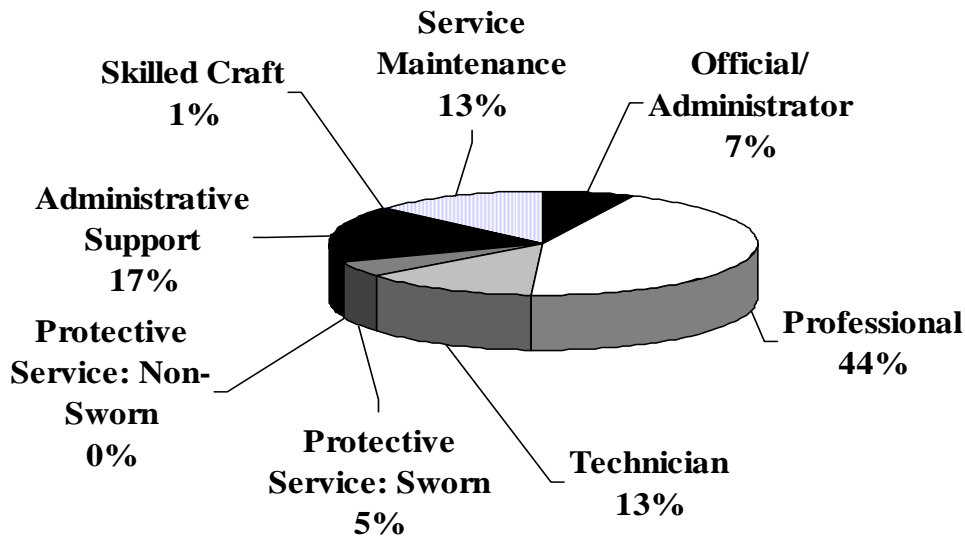
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2010

Males (Total = 9,086)



Females (Total = 9,351)



EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

NOTE: Percentages are rounded and may not total 100%. -Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by Department

Department	FY 03 Total Employees	FY 03 Total Minority Employees	FY 03 Minority Employee Percentage	FY 04 Total Employees	FY 04 Total Minority Employees	FY 04 Minority Employee Percentage	FY 05 Total Employees	FY 05 Total Minority Employees	FY 05 Minority Employee Percentage	FY 06 Total Employees	FY 06 Total Minority Employees	FY 06 Minority Employee Percentage
ADMINISTRATIVE SERVICES	*	*	*	366	34	9.29%	366	34	9.29%	367	33	8.99%
AGRICULTURE	385	5	1.30%	381	5	1.31%	380	6	1.58%	385	6	1.56%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	51	1	1.96%	50	1	2.00%
AUDITOR	103	0	0.00%	100	0	0.00%	112	0	0.00%	107	1	0.93%
BANKING	****	****	****	****	****	****	62	1	1.61%	64	1	1.56%
BLIND	100	5	5.00%	102	5	4.90%	99	5	5.05%	97	5	5.15%
CIVIL RIGHTS	28	11	39.29%	27	10	37.04%	23	8	34.78%	23	8	34.78%
COLLEGE AID	37	2	5.41%	36	1	2.78%	41	1	2.44%	41	1	2.44%
COMMERCE	287	13	4.53%	308	13	4.22%	****	****	****	****	****	****
CORRECTIONS	2,977	146	4.90%	2,939	146	4.97%	2,871	139	4.84%	2,920	148	5.07%
CREDIT UNION	****	****	****	****	****	****	16	0	0.00%	15	0	0.00%
CULTURAL AFFAIRS	63	1	1.59%	65	1	1.54%	64	1	1.56%	70	2	2.86%
ECONOMIC DEVELOPMENT	207	11	5.31%	216	11	5.09%	131	9	6.87%	127	8	6.30%
EDUCATION	599	38	6.34%	609	38	6.24%	592	36	6.08%	596	34	5.70%
ETHICS/CAMPAIGN DISCLOSURE	6	0	0.00%	6	0	0.00%	6	0	0.00%	6	0	0.00%
FINANCE AUTHORITY	**	**	**	**	**	**	86	3	3.49%	86	3	3.49%
GENERAL SERVICES	162	23	14.20%	***	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	39	4	10.26%	40	4	10.00%	40	2	5.00%	40	5	12.50%
HUMAN RIGHTS	51	4	7.84%	54	6	11.11%	57	5	8.77%	55	6	10.91%
HUMAN SERVICES	5,038	230	4.57%	5,146	233	4.53%	5,237	239	4.56%	5,520	260	4.71%
INFORMATION TECHNOLOGY	116	7	6.03%	***	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	459	27	5.88%	474	23	4.85%	488	28	5.74%	505	30	5.94%
INSURANCE	****	****	****	****	****	****	84	8	9.52%	87	9	10.34%
IOWA COMMUNICATIONS NTRWK	95	6	6.32%	96	6	6.25%	90	5	5.56%	80	5	6.25%
IOWA DEPT OF AGING	29	1	3.45%	24	1	4.17%	28	1	3.57%	32	1	3.13%
IOWA PUBLIC TELEVISION	112	2	1.79%	116	2	1.72%	110	2	1.82%	116	2	1.72%
IPERS	**	**	**	86	5	5.81%	83	6	7.23%	86	7	8.14%
JUSTICE****	202	3	1.49%	207	4	1.93%	203	6	2.96%	204	5	2.45%
LAW ENFORCEMENT ACADEMY	27	0	0.00%	27	0	0.00%	27	0	0.00%	27	0	0.00%
LOTTERY*	*	*	*	108	5	4.63%	108	5	4.63%	112	6	5.36%
MANAGEMENT	27	1	3.70%	28	1	3.57%	27	2	7.41%	28	2	7.14%
NATURAL RESOURCES	880	46	5.23%	898	44	4.90%	912	46	5.04%	928	50	5.39%
PAROLE	10	2	20.00%	11	2	18.18%	10	2	20.00%	10	3	30.00%
PERSONNEL	151	9	5.96%	***	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	****	****	****	****	****	****	10	0	0.00%	12	1	8.33%
PUBLIC DEFENSE	327	17	5.20%	366	18	4.92%	373	17	4.56%	361	17	4.71%
PUBLIC EMPLOYMENT RELATIONS	10	0	0.00%	10	0	0.00%	10	0	0.00%	9	0	0.00%
PUBLIC HEALTH	397	26	6.55%	388	24	6.19%	394	26	6.60%	410	29	7.07%
PUBLIC SAFETY	861	30	3.48%	838	29	3.46%	847	27	3.19%	948	30	3.16%
REVENUE**	473	26	5.50%	359	21	5.85%	369	22	5.96%	373	24	6.43%
SECRETARY OF STATE	34	3	8.82%	35	3	8.57%	39	3	7.69%	40	4	10.00%
TRANSPORTATION	3,163	147	4.65%	3,156	145	4.59%	3,112	137	4.40%	3,112	138	4.43%
TREASURER	21	0	0.00%	24	0	0.00%	22	0	0.00%	23	0	0.00%
UTILITIES	****	****	****	****	****	****	90	7	7.78%	89	8	8.99%
VETERAN'S AFFAIRS	736	27	3.67%	769	30	3.90%	779	24	3.08%	799	29	3.63%
VETERAN'S HOME	**	**	**	**	**	**	**	**	**	**	**	**
WORKFORCE DEVELOPMENT	765	105	13.73%	783	106	13.54%	753	104	13.81%	766	107	13.97%
GRAND TOTALS	18,977	978	5.15%	19,198	976	5.08%	19,202	968	5.04%	19,726	1,029	5.22%

* Department not in existence at the time.

** Formerly part of other department and now are their own department.

*** Former individual departments, which now make up the Department of Administrative Services.

**** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

NOTE: Minority Status based on self-report during orientation of new employees. If Minority Status undeclared than record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by Department (cont.)

Department	FY 07 Total Employees	FY 07 Total Minority Employees	FY 07 Minority Employee Percentage	FY 08 Total Employees	FY 08 Total Minority Employees	FY 08 Minority Employee Percentage	FY 09 Total Employees	FY 09 Total Minority Employees	FY 09 Minority Employee Percentage	FY 10 Total Employees	FY 10 Total Minority Employees	FY 10 Minority Employee Percentage
ADMINISTRATIVE SERVICES	375	33	8.80%	400	39	9.75%	402	44	10.95%	350	40	11.43%
AGRICULTURE	382	7	1.83%	392	9	2.30%	385	10	2.60%	323	9	2.79%
ALCOHOLIC BEVERAGES	61	3	4.92%	61	4	6.56%	59	4	6.78%	62	2	3.23%
AUDITOR	106	1	0.94%	110	2	1.82%	102	2	1.96%	102	2	1.96%
BANKING	64	2	3.13%	81	2	2.47%	80	2	2.50%	80	1	1.25%
BLIND	92	6	6.52%	89	6	6.74%	86	4	4.65%	85	3	3.53%
CIVIL RIGHTS	23	7	30.43%	26	9	34.62%	27	9	33.33%	26	9	34.62%
COLLEGE AID	46	3	6.52%	50	2	4.00%	55	3	5.45%	45	3	6.67%
COMMERCE	****	****	****	****	****	****	****	****	****	****	****	****
CORRECTIONS	3,079	166	5.39%	3,151	177	5.62%	3,119	170	5.45%	2,742	163	5.94%
CREDIT UNION	13	0	0.00%	17	0	0.00%	14	0	0.00%	14	0	0.00%
CULTURAL AFFAIRS	71	2	2.82%	75	2	2.67%	70	2	2.86%	59	2	3.39%
ECONOMIC DEVELOPMENT	131	9	6.87%	147	13	8.84%	146	12	8.22%	115	9	7.83%
EDUCATION	573	32	5.58%	612	37	6.05%	637	40	6.28%	563	37	6.57%
ENERGY INDEPENDENCE	*	*	*	*	*	*	4	0	0.00%	23	3	13.04%
ETHICS/CAMPAIN DISCLOSURE	5	0	0.00%	6	0	0.00%	6	0	0.00%	3	0	0.00%
FINANCE AUTHORITY	83	4	4.82%	86	5	5.81%	82	5	6.10%	82	7	8.54%
GENERAL SERVICES	***	***	***	***	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	39	4	10.26%	49	4	8.16%	50	2	4.00%	44	3	6.82%
HUMAN RIGHTS	52	7	13.46%	56	6	10.71%	54	6	11.11%	48	5	10.42%
HUMAN SERVICES	5,625	274	4.87%	5,781	311	5.38%	5,767	318	5.51%	5,021	279	5.56%
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	514	32	6.23%	531	34	6.40%	536	34	6.34%	478	29	6.07%
INSURANCE	88	10	11.36%	88	9	10.23%	92	11	11.96%	88	12	13.64%
IOWA COMMUNICATIONS NTRWK	84	7	8.33%	81	8	9.88%	86	9	10.47%	77	10	12.99%
IOWA DEPT OF AGING	32	1	3.13%	37	3	8.11%	36	3	8.33%	31	3	9.68%
IOWA PUBLIC TELEVISION	116	1	0.86%	111	1	0.90%	110	1	0.91%	100	1	1.00%
IPERS**	82	8	9.76%	79	7	8.86%	77	7	9.09%	78	7	8.97%
JUSTICE****	241	9	3.73%	246	11	4.47%	256	12	4.69%	225	12	5.33%
LAW ENFORCEMENT ACADEMY	27	0	0.00%	26	0	0.00%	25	0	0.00%	20	0	0.00%
LOTTERY**	111	5	4.50%	110	5	4.55%	109	6	5.50%	86	4	4.65%
MANAGEMENT	30	2	6.67%	32	2	6.25%	31	1	3.23%	22	1	4.55%
NATURAL RESOURCES	945	51	5.40%	974	49	5.03%	948	46	4.85%	896	46	5.13%
PAROLE	11	3	27.27%	11	3	27.27%	12	4	33.33%	8	2	25.00%
PERSONNEL	***	***	***	***	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	14	0	0.00%	****	****	****	****	****	****	****	****	****
PUBLIC DEFENSE	354	17	4.80%	362	21	5.80%	379	24	6.33%	384	25	6.51%
PUBLIC EMPLOYMENT RELATIONS	9	0	0.00%	11	0	0.00%	10	0	0.00%	7	0	0.00%
PUBLIC HEALTH	407	26	6.39%	432	29	6.71%	445	30	6.74%	416	27	6.49%
PUBLIC SAFETY	953	32	3.36%	990	33	3.33%	994	33	3.32%	943	30	3.18%
REBUILD IOWA	*	*	*	*	*	*	*	*	*	12	0	0.00%
REVENUE*	362	24	6.63%	385	34	8.83%	376	34	9.04%	299	32	10.70%
SECRETARY OF STATE	36	2	5.56%	38	2	5.26%	37	2	5.41%	30	1	3.33%
TRANSPORTATION	3,045	135	4.43%	3,063	134	4.37%	3,032	133	4.39%	2,747	123	4.48%
TREASURER	24	0	0.00%	23	1	4.35%	25	1	4.00%	25	1	4.00%
UTILITIES	67	7	10.45%	68	7	10.29%	66	5	7.58%	64	5	7.81%
VETERAN'S AFFAIRS	813	32	3.94%	860	33	3.84%	15	0	0.00%	13	0	0.00%
VETERAN'S HOME	**	**	**	**	**	**	857	33	3.85%	763	35	4.59%
WORKFORCE DEVELOPMENT	779	120	15.40%	805	126	15.65%	820	133	16.22%	845	149	17.63%
GRAND TOTALS	19,964	1,084	5.43%	20,552	1,180	5.74%	20,519	1,195	5.82%	18,444	1,132	6.14%

* Department not in existence at the time.

** Formerly part of other department and now are their own department.

*** Former individual departments, which now make up the Department of Administrative Services.

**** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

NOTE: Minority Status based on self-report during orientation of new employees. If Minority Status Undeclared, record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2010

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Non-Minority	1,299	6,179	1,937	2,701
% Chg from FY '09	-25.0%	-6.7%	-16.0%	-7.2%
Minority	72	494	126	148
% Chg from FY '09	-5.3%	-2.0%	-6.7%	0.0%
Declined to Respond	26	132	33	14
Totals	1,397	6,805	2,096	2,863
% Chg from FY '09	-24.1%	-6.3%	-15.5%	-6.8%
	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Non-Minority	0	1,637	1,470	1,739
% Chg from FY '09	0.0%	-17.5%	-10.3%	-0.7%
Minority	0	134	48	110
% Chg from FY '09	0.0%	-17.3%	-20.0%	0.0%
Declined to Respond	0	22	13	103
Totals	0	1,793	1,531	1,952
% Chg from FY '09	0.0%	-17.4%	-10.6%	-0.9%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

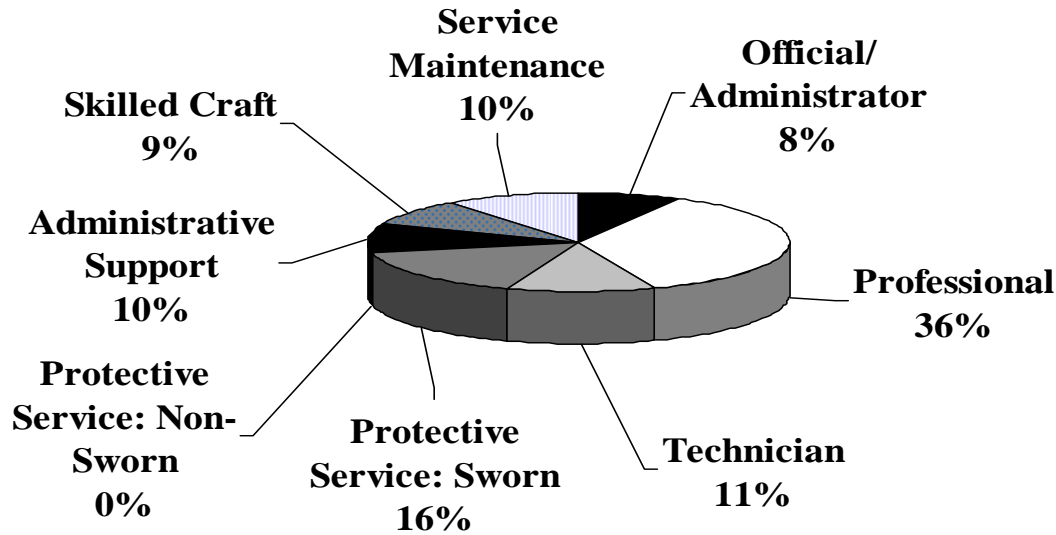
NOTE: Minority Status based on self-report during orientation of new employees.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

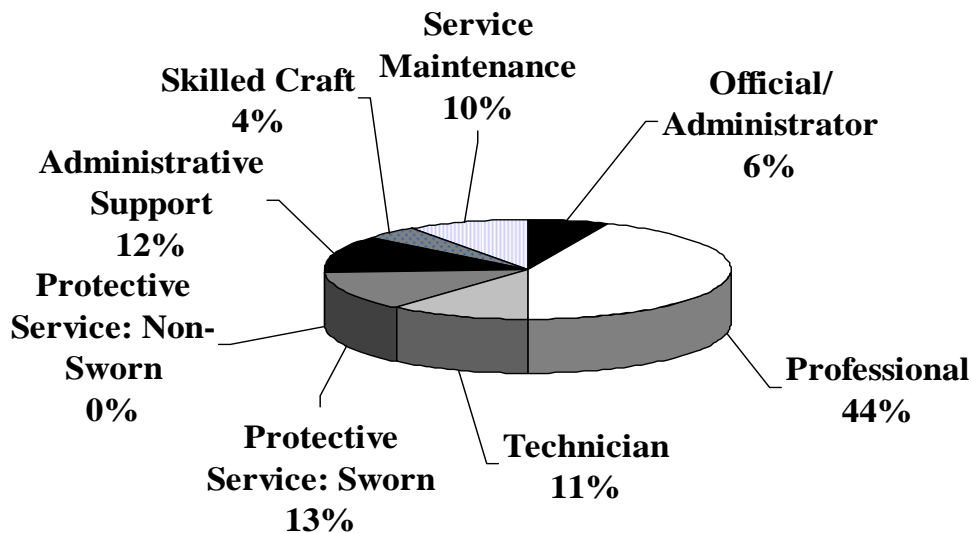
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2010

Non-Minority (Total=16,962)



Minority (Total=1,132)



Individuals who declined to respond were left out of these calculations.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: Percentages are rounded and may not equal 100%.

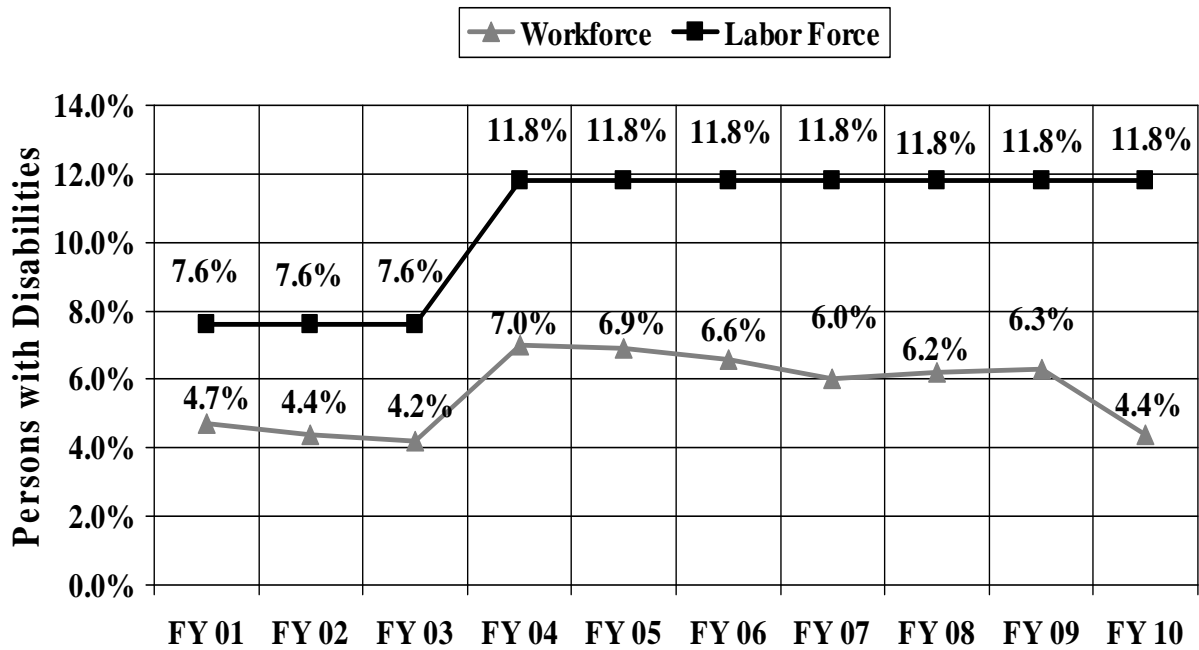
NOTE: By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

NOTE: Minority Status based on self-report during orientation of new employees.

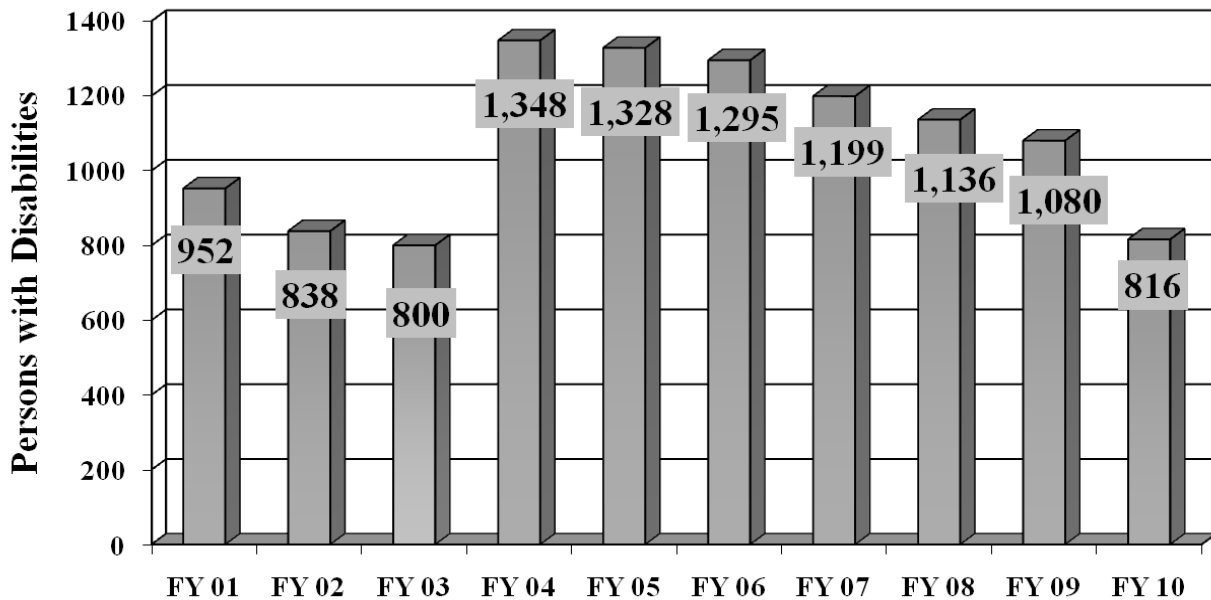
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

Employees with Disabilities in the Executive Branch Workforce Compared to Iowa's Labor Force



Executive Branch Full-Time Employees with Disabilities



NOTE: Workforce re-surveyed in FY04.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Leave

In this section, the reader will find types of leave summarized for the Executive Branch, not including Fair Authority, Community-Based Corrections or Regents employees. The following are points of summary for this section:

- Executive Branch employees earned 431,759.7 days of vacation in Fiscal Year 2010, valued at \$87,671,208.35. Of this, employees took 392,155.1 days of vacation at a value of \$79,444,235.39.
- Executive Branch employees took 175,682.9 days of regular sick leave in Fiscal Year 2010, valued at \$34,121,617.37.

Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2010

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
ADMINISTRATIVE SERVICES	\$2,014,479.25	8,135.6	\$1,777,315.62	7,263.2
AGRICULTURE	\$1,591,315.59	7,900.2	\$1,373,454.62	6,965.2
ALCOHOLIC BEVERAGES	\$209,858.27	1,126.6	\$188,362.21	986.3
AUDITOR	\$447,461.52	1,845.2	\$390,177.42	1,541.5
BANKING	\$600,575.64	1,776.2	\$524,179.18	1,563.3
BLIND	\$393,325.81	1,879.4	\$343,907.88	1,656.5
CIVIL RIGHTS	\$130,331.20	570.5	\$107,719.09	510.4
COLLEGE AID	\$192,571.72	932.7	\$165,694.33	777.6
CORRECTIONS	\$11,848,286.82	58,078.9	\$11,138,832.79	54,518.7
CREDIT UNION	\$85,354.84	292.3	\$81,411.74	267.3
CULTURAL AFFAIRS	\$312,985.56	1,420.4	\$285,468.20	1,293.4
ECONOMIC DEVELOPMENT	\$727,028.38	2,867.6	\$625,667.12	2,473.9
EDUCATION	\$3,255,297.87	13,101.0	\$2,994,420.22	12,293.2
ENERGY INDEPENDENCE	\$69,432.23	281.6	\$37,009.01	159.0
ETHICS/CAMPAIGN DISCLOSURE	\$26,380.23	117.0	\$23,521.69	107.1
FINANCE AUTHORITY	\$428,334.50	1,624.5	\$340,239.94	1,257.8
GOVERNOR'S OFFICE	\$164,701.48	714.8	\$115,211.24	489.1
HUMAN RIGHTS	\$257,955.42	1,098.5	\$222,588.97	951.0
HUMAN SERVICES	\$21,602,448.04	112,825.1	\$19,658,848.38	103,184.1
INSPECTIONS AND APPEALS	\$2,794,124.94	10,908.7	\$2,418,656.60	9,584.1
INSURANCE	\$512,328.17	1,952.8	\$462,720.82	1,779.4
IOWA COMMUNICATIONS NTKW	\$475,784.09	1,666.8	\$389,027.09	1,405.7
IOWA DEPT OF AGING	\$150,721.10	652.5	\$142,907.34	588.7
IOWA PUBLIC TELEVISION	\$529,841.53	2,238.6	\$462,630.93	1,954.4
IPERS	\$440,069.44	1,691.4	\$400,090.24	1,555.5
JUSTICE	\$1,600,362.95	4,890.3	\$1,334,761.61	4,117.5
LAW ENFORCEMENT ACADEMY	\$121,855.61	554.3	\$121,080.92	541.3
LOTTERY	\$539,595.55	2,378.7	\$449,387.03	1,980.4
MANAGEMENT	\$204,658.62	615.9	\$177,837.48	538.8
NATURAL RESOURCES	\$4,404,413.05	18,857.3	\$3,964,807.12	16,954.3
PAROLE	\$47,478.26	189.3	\$44,182.37	177.1
PUBLIC DEFENSE	\$1,484,872.56	7,386.1	\$1,414,480.22	6,926.0
PUBLIC EMPLOYMENT RELATIONS	\$61,274.90	202.6	\$48,045.97	159.8
PUBLIC HEALTH	\$2,074,764.81	8,563.1	\$1,763,876.62	7,209.7
PUBLIC SAFETY	\$4,403,724.34	18,613.3	\$4,097,184.75	17,419.5
REBUILD IOWA	\$27,478.59	130.6	\$16,267.02	72.2
REVENUE	\$1,847,966.46	8,050.2	\$1,706,403.72	7,626.6
SECRETARY OF STATE	\$153,528.47	722.4	\$110,482.75	555.8
TRANSPORTATION	\$14,020,935.67	88,053.8	\$12,781,922.54	79,141.6
TREASURER	\$102,608.52	439.9	\$90,893.75	386.0
UTILITIES	\$433,669.75	1,416.6	\$362,558.97	1,210.2
VETERANS AFFAIRS	\$31,104.49	191.1	\$26,325.29	150.1
VETERANS HOME	\$3,058,638.09	16,790.0	\$3,020,202.38	16,661.2
WORKFORCE DEVELOPMENT	\$3,791,284.02	18,015.4	\$3,243,472.21	15,200.6
GRAND TOTALS	\$87,671,208.35	431,759.8	\$79,444,235.39	392,155.1

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

Executive Branch Full-Time Sick Leave, Expenditures & Usage, Fiscal Year 2010

DEPARTMENT	Sick Leave Earned Value	Sick Leave Earned Days	Regular Sick Leave Taken Expense	Regular Sick Leave Taken Days	Converted Sick Leave Expense	Converted Sick Leave Days
ADMINISTRATIVE SERVICES	\$1,463,018.90	6,426.2	\$776,659.43	3,687.3	\$178,312.20	644.0
AGRICULTURE	\$1,114,377.75	5,858.8	\$560,955.56	3,014.7	\$177,998.48	800.8
ALCOHOLIC BEVERAGES	\$189,877.64	1,104.5	\$84,873.69	483.9	\$20,239.76	109.0
AUDITOR	\$370,380.71	1,726.6	\$124,205.59	633.9	\$56,119.44	251.5
BANKING	\$405,358.78	1,344.5	\$88,314.92	300.8	\$103,106.36	316.5
BLIND	\$284,193.49	1,460.1	\$135,931.57	722.6	\$39,118.28	174.5
CIVIL RIGHTS	\$77,144.88	374.9	\$48,462.85	226.8	\$13,778.88	48.0
COLLEGE AID	\$187,625.62	922.1	\$102,996.32	544.1	\$23,253.72	93.0
CORRECTIONS	\$9,250,680.13	48,445.5	\$6,290,755.30	32,490.4	\$441,851.50	1,995.4
CREDIT UNION	\$66,323.84	236.6	\$24,498.79	97.4	\$29,199.20	110.5
CULTURAL AFFAIRS	\$229,022.61	1,110.0	\$102,250.38	501.6	\$58,083.34	259.3
ECONOMIC DEVELOPMENT	\$556,472.80	2,329.5	\$242,042.94	1,054.8	\$102,014.80	382.1
EDUCATION	\$2,454,431.82	10,191.1	\$1,347,170.20	5,813.5	\$182,427.14	710.9
ENERGY INDEPENDENCE	\$73,938.96	312.5	\$17,836.13	80.8	\$6,089.64	24.0
ETHICS/CAMPAIGN DISCLOSURE	\$21,136.56	99.9	\$11,929.98	56.1	\$3,828.48	15.0
FINANCE AUTHORITY	\$395,858.19	1,501.3	\$131,603.43	592.7	\$78,049.32	246.0
GOVERNOR'S OFFICE	\$169,147.13	740.7	\$54,801.77	254.3	\$30,340.80	132.0
HUMAN RIGHTS	\$195,382.01	882.1	\$94,909.35	414.3	\$22,414.64	98.0
HUMAN SERVICES	\$14,967,177.40	85,124.4	\$8,977,144.07	51,203.7	\$1,148,326.70	5,493.3
INSPECTIONS AND APPEALS	\$2,172,383.70	9,038.8	\$935,112.46	4,016.4	\$300,546.13	1,092.1
INSURANCE	\$390,472.53	1,636.1	\$203,629.99	932.7	\$43,573.20	125.4
IOWA COMMUNICATIONS NTKW	\$381,246.99	1,395.2	\$197,898.24	756.9	\$70,041.28	222.5
IOWA DEPT OF AGING	\$138,148.81	611.6	\$62,365.80	278.1	\$17,216.48	68.5
IOWA PUBLIC TELEVISION	\$357,141.80	1,594.4	\$149,641.98	659.7	\$56,176.72	237.5
IPERS	\$341,807.67	1,379.4	\$160,367.64	677.1	\$45,015.08	161.0
JUSTICE	\$1,238,940.72	4,098.7	\$454,932.12	1,655.3	\$226,571.20	595.5
LAW ENFORCEMENT ACADEMY	\$88,432.79	435.8	\$27,473.79	159.3	\$34,915.28	146.5
LOTTERY	\$384,777.71	1,786.2	\$126,632.60	601.6	\$111,548.88	474.8
MANAGEMENT	\$130,719.21	424.3	\$45,594.01	158.6	\$18,147.40	52.0
NATURAL RESOURCES	\$3,013,735.50	13,744.7	\$1,172,480.04	5,430.9	\$487,823.44	2,014.0
PAROLE	\$35,947.98	160.1	\$31,538.89	136.5	\$784.16	2.0
PUBLIC DEFENSE	\$1,174,715.08	6,174.9	\$747,666.47	3,944.2	\$78,699.36	369.5
PUBLIC EMPLOYMENT RELATIONS	\$44,306.37	155.6	\$20,379.43	77.3	\$10,421.84	30.5
PUBLIC HEALTH	\$1,740,273.83	7,462.3	\$874,032.65	3,905.0	\$170,729.76	604.0
PUBLIC SAFETY	\$2,693,594.91	12,651.0	\$969,705.61	4,525.3	\$60,510.08	254.0
REBUILD IOWA	\$36,830.63	164.5	\$10,208.46	43.7	\$2,052.48	7.5
REVENUE	\$1,257,182.31	5,905.9	\$747,274.31	3,562.8	\$110,432.20	496.0
SECRETARY OF STATE	\$127,270.47	598.3	\$69,140.31	310.5	\$28,010.52	129.5
TRANSPORTATION	\$8,952,082.16	58,835.7	\$4,305,536.37	21,975.8	\$445,099.54	5,571.8
TREASURER	\$86,522.09	417.2	\$37,606.66	182.1	\$9,590.16	28.5
UTILITIES	\$312,880.45	1,072.0	\$158,224.63	549.3	\$45,934.64	154.1
VETERANS AFFAIRS	\$41,535.30	249.4	\$14,391.16	87.9	\$1,558.08	6.0
VETERANS HOME	\$2,541,236.07	14,955.3	\$1,910,473.54	11,134.6	\$109,883.68	560.5
WORKFORCE DEVELOPMENT	\$2,867,392.60	14,826.1	\$1,471,967.94	7,747.6	\$257,469.88	1,071.5
GRAND TOTALS	\$63,021,126.90	329,964.8	\$34,121,617.37	175,682.9	\$5,457,304.15	26,379.0

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

Executive Branch Full-Time Other Types Leave, Expenditures & Usage, Fiscal Year 2010

DEPARTMENT	Injury Leave Taken Expense	Injury Leave Taken Days	Funeral Leave Taken Expense	Funeral Leave Taken Days	Jury Leave Taken Expense	Jury Leave Taken Days
ADMINISTRATIVE SERVICES	\$0.00	0.0	\$33,376.59	149.5	\$1,501.67	5.3
AGRICULTURE	\$0.00	0.0	\$27,119.04	149.3	\$3,902.11	21.2
ALCOHOLIC BEVERAGES	\$0.00	0.0	\$5,816.39	35.1	\$0.00	0.0
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
BANKING	\$0.00	0.0	\$3,056.84	8.9	\$0.00	0.0
BLIND	\$1,056.92	4.6	\$3,072.60	15.5	\$8,222.54	33.7
CIVIL RIGHTS	\$0.00	0.0	\$1,957.28	8.5	\$0.00	0.0
COLLEGE AID	\$0.00	0.0	\$3,337.41	18.3	\$36.73	0.2
CORRECTIONS	\$33,285.08	179.7	\$353,107.57	1,836.9	\$11,153.26	50.8
CREDIT UNION	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
CULTURAL AFFAIRS	\$0.00	0.0	\$6,133.97	28.7	\$0.00	0.0
ECONOMIC DEVELOPMENT	\$0.00	0.0	\$4,965.47	22.5	\$0.00	0.0
EDUCATION	\$584.49	4.0	\$29,673.05	135.8	\$12,488.07	46.1
ENERGY INDEPENDENCE	\$0.00	0.0	\$1,018.80	3.0	\$290.64	1.5
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$225.84	1.0	\$112.92	0.5
FINANCE AUTHORITY	\$0.00	0.0	\$4,290.30	17.1	\$0.00	0.0
GOVERNOR'S OFFICE	\$0.00	0.0	\$3,104.92	14.1	\$0.00	0.0
HUMAN RIGHTS	\$0.00	0.0	\$1,607.60	7.0	\$733.41	3.2
HUMAN SERVICES	\$43,324.66	253.3	\$132,336.26	727.2	\$17,885.57	97.1
INSPECTIONS AND APPEALS	\$1,613.62	8.4	\$42,324.63	193.2	\$1,697.24	8.0
INSURANCE	\$0.00	0.0	\$6,411.73	27.5	\$116.48	1.0
IOWA COMMUNICATIONS NTKW	\$51.14	0.3	\$10,792.54	38.7	\$270.80	1.1
IOWA DEPT OF AGING	\$0.00	0.0	\$5,315.14	19.9	\$0.00	0.0
IOWA PUBLIC TELEVISION	\$0.00	0.0	\$4,393.20	17.9	\$1,367.99	6.7
IPERS	\$0.00	0.0	\$6,441.34	30.8	\$0.00	0.0
JUSTICE	\$0.00	0.0	\$13,420.93	43.3	\$0.00	0.0
LAW ENFORCEMENT ACADEMY	\$0.00	0.0	\$3,560.22	15.8	\$199.12	1.6
LOTTERY	\$0.00	0.0	\$10,696.44	44.3	\$360.73	2.2
MANAGEMENT	\$0.00	0.0	\$1,361.80	3.9	\$656.72	2.5
NATURAL RESOURCES	\$609.52	3.1	\$33,135.13	144.8	\$7,653.96	33.6
PAROLE	\$0.00	0.0	\$214.80	1.0	\$0.00	0.0
PUBLIC DEFENSE	\$4,784.81	32.2	\$7,926.93	37.5	\$1,412.12	7.8
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$1,989.06	7.3	\$0.00	0.0
PUBLIC HEALTH	\$0.00	0.0	\$29,373.66	125.3	\$2,660.10	10.5
PUBLIC SAFETY	\$37,025.29	154.9	\$2,907.77	14.1	\$0.00	0.0
REBUILD IOWA	\$0.00	0.0	\$116.50	0.6	\$0.00	0.0
REVENUE	\$0.00	0.0	\$34,666.01	157.8	\$3,188.69	12.7
SECRETARY OF STATE	\$0.00	0.0	\$2,930.49	14.5	\$0.00	0.0
TRANSPORTATION	\$94,351.38	536.4	N/A	N/A	N/A	N/A
TREASURER	\$0.00	0.0	\$3,175.54	15.6	\$0.00	0.0
UTILITIES	\$0.00	0.0	\$6,489.30	22.6	\$828.03	2.6
VETERANS AFFAIRS	\$0.00	0.0	\$272.95	1.9	\$0.00	0.0
VETERANS HOME	\$268.61	2.4	\$0.00	0.0	\$0.00	0.0
WORKFORCE DEVELOPMENT	\$580.71	3.1	\$61,920.59	298.6	\$9,288.50	40.5
GRAND TOTALS	\$217,536.23	1,182.4	\$904,036.63	4,455.3	\$86,027.40	390.4

NOTE: Data not available for Transportation since they are not on the HRIS time-reporting system.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

Benefits

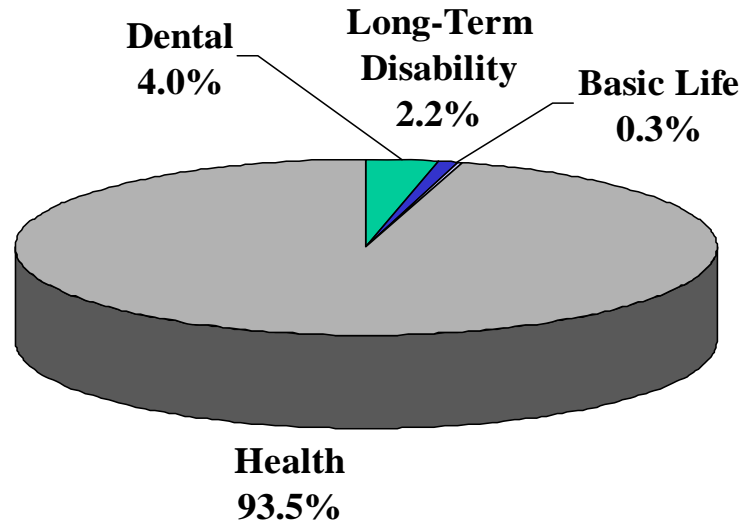
CALENDER YEAR 2010 GROUP INSURANCE BENEFITS FACTS

Insurance Type	Funding Type	Who Pays What?	Projected Year 2010 Costs	Who's Eligible?	Current Vendor
HEALTH					
Traditional (Plan 3 Plus)	Minimum Premium	State pays 100% for single contracts and 85% of the PPO family contract.	Total Projected Wellmark Cost = \$175,141,292	AFSCME, Judicial AFSCME, PPME employees who work 20 hours or more per week are eligible.	Wellmark
Preferred Provider Organization (PPO-IA Select)	Minimum Premium	State pays 100% for single contracts and 85% of the PPO family contract.	Included Above.	AFSCME, Judicial AFSCME, PPME, and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Traditional (Deductible 3 Plus)	Minimum Premium	State pays 100% for single contracts and 85% of the PPO family contract.	Included Above.	UE/IUP and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Managed Care Organization	Fully Insured	State pays 100% for single contracts and 85% of the PPO family contract	Total Projected Cost Equals \$172,262,312	All employees who work 20 hours or more per week are eligible.	Wellmark
DENTAL					
	Minimum Premium	State pays 100% for single contracts and 50% for a family contract (except for UE/IUP members).	Total Projected Cost Equals \$18,244,019	Employees must work 20 hours or more per week to be eligible	Delta Dental
LIFE					
Term Basic Life	Fully Insured	State pays 100%	Total Projected Cost Equals \$905,143	Employees must work 30 hours or more per week to be eligible	The Hartford
Supplemental (Optional)	Fully Insured	Employee pays 100%	Total Projected Employee Cost Equals \$1,879,591		
LONG TERM DISABILITY					
	Fully Insured	State pays 100%	Total Projected Cost Equals \$3,609,051	Employees must work 30 hours or more per week to be eligible.	The Hartford

NOTE: Health and Dental Insurance Information does not include SPOC plans or costs as these plans are based on a fiscal year.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

State Funded Insurance Premiums, Calendar Year 2010



January 1, 2010 - December 31, 2010*					
Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
Health					
Wellmark BCBS	\$161,601,260	98.7%	\$13,540,032	8.3%	\$175,141,292**
MCOs	\$172,262,312	100.0%	\$0	0.0%	\$172,262,312
Subtotal	\$333,863,572	96.1%	\$13,540,032	3.9%	\$347,403,604
Dental	\$11,171,119	61.2%	\$7,072,900	38.8%	\$18,244,019
Life					
Basic	\$905,143	100.0%	0	0.0%	\$905,143
Optional	\$0	0.0%	\$1,879,591	100.0%	\$1,879,591
Subtotal	\$905,143	32.5%	\$1,879,591	67.5%	\$2,784,734
Long Term Disability	\$3,609,051	100.0%	\$0	0.0%	\$3,609,051
Total	\$349,548,885	94.0%	\$22,492,523	6.0%	\$372,041,408

* Projections use the January 2010 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

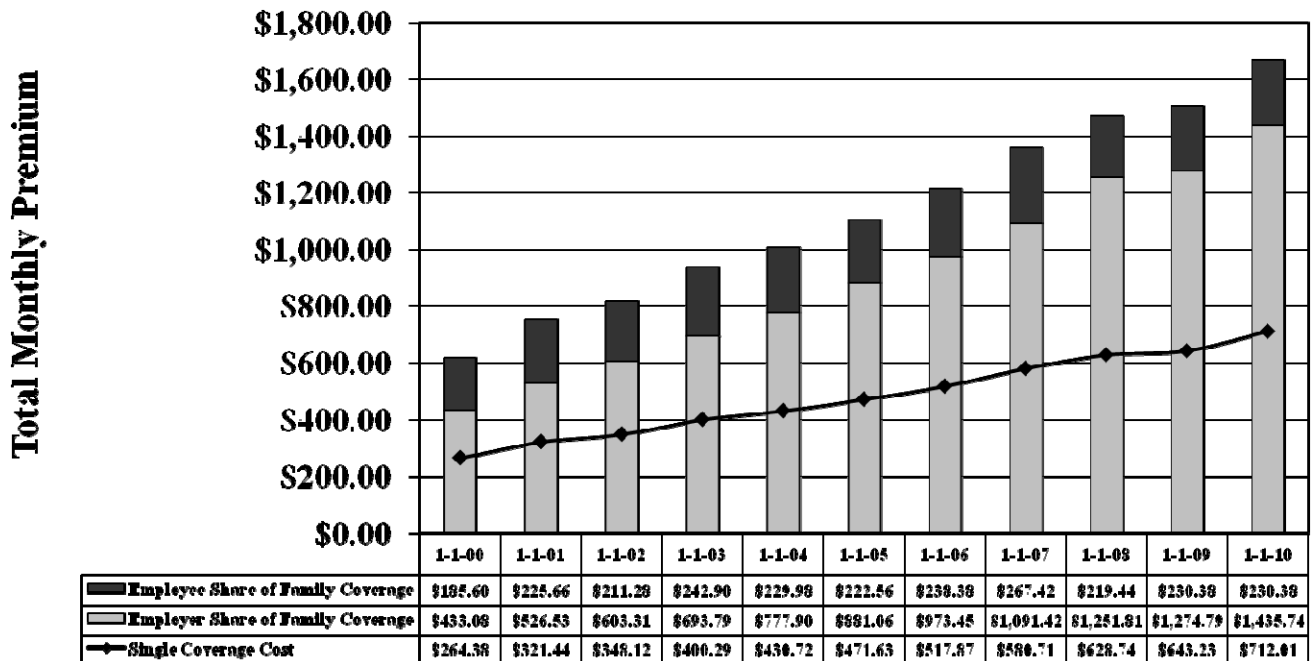
** Does not include SPOC.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Health Plan Provider Premium Comparisons

			2009			2010 (Last Six Months)			
Health Plan			Total Monthly Premium	Employer Share	Employee Share	Total Premium Percent Increase	Total Monthly Premium	Employer Share	Employee Share
AFSCME & Non-Contract Employees	Program 3 Plus	(S)	\$643.23	\$643.23	\$0.00	10.7%	\$712.01	\$712.01	\$0.00
		(F)	\$1,505.17	\$1,274.79	\$230.38	10.7%	\$1,666.12	\$1,411.10	\$255.02
	Deductible 3 Plus	(S)	\$646.46	\$646.46	\$0.00	10.7%	\$715.61	\$715.61	\$0.00
		(F)	\$1,512.76	\$1,274.80	\$237.96	10.7%	\$1,674.56	\$1,411.10	\$263.46
	Iowa Select	(S)	\$640.92	\$640.92	\$0.00	10.7%	\$709.45	\$709.45	\$0.00
		(F)	\$1,499.75	\$1,274.79	\$224.96	10.7%	\$1,660.11	\$1,411.09	\$249.02
	Blue Access	(S)	\$398.49	\$398.49	\$0.00	11.1%	\$442.76	\$442.76	\$0.00
		(F)	\$932.47	\$932.47	\$0.00	11.1%	\$1,036.03	\$1,036.03	\$0.00
	Blue Advantage	(S)	\$383.30	\$383.30	\$0.00	11.2%	\$426.22	\$426.22	\$0.00
		(F)	\$896.94	\$896.94	\$0.00	11.2%	\$997.40	\$997.40	\$0.00

AFSCME Health Insurance Premium Shares Wellmark Blue Cross/Blue Shield Program 3 Plus



NOTE: Program 3-Plus shown because as of 01/01/10 over 21% of health contract holders were in this plan.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Health Plan Enrollments as of 01/01/10

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
Plan 3 Plus	3,179	1,475	483	5,137	19.8%
Deductible 3 Plus	475	338	66	879	3.4%
Iowa Select	2,296	1,919	256	4,471	17.3%
Subtotal	5,950	3,732	805	10,487	40.5%
Managed Care Plans					
Blue Access	1,955	8,631	238	10,824	41.8%
Blue Advantage	599	3,915	74	4,588	17.7%
Subtotal	2,554	12,546	312	15,412	59.5%
Total Health	8,504	16,278	1,117	25,899	100.0%
Total Dental	10,340	14,672	892	25,904	

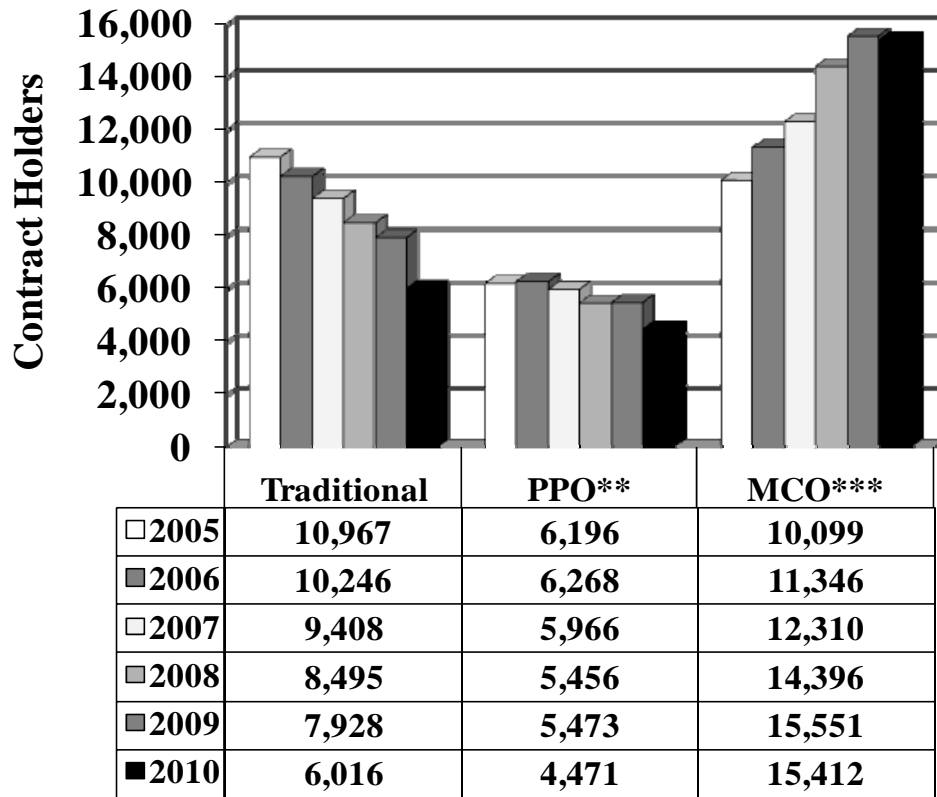
NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (*Includes Fair Authority, Community-Based Corrections, and Regents employees*).

NOTE: Does not include SPOC.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Health Plan Enrollments as of 01/01/10

(ACTIVE EMPLOYEES ONLY)



* Wellmark Plan 3 Plus, & Deductible 3 Plus

** Wellmark Iowa Select & IUP Select

*** Managed Care Organizations

NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (*Includes Fair Authority, Community-Based Corrections, and Regents employees*).

NOTE: Does not include SPOC.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Dental Insurance Contributions

Year	Single		Family	
	Employer	Employee	Employer	Employee
8-1-96*	\$13.10	\$0.00	\$13.10	\$21.90
8-1-97*	\$14.54	\$0.00	\$14.54	\$24.30
8-1-98*	\$14.54	\$0.00	\$14.54	\$24.30
1-1-99*	\$15.56	\$0.00	\$15.56	\$25.96
1-1-00*	\$15.56	\$0.00	\$15.56	\$25.96
1-1-01*	\$15.94	\$0.00	\$15.94	\$26.78
1-1-02*	\$16.66	\$0.00	\$16.66	\$28.02
1-1-03*	\$17.89	\$0.00	\$17.89	\$30.02
1-1-04*	\$20.19	\$0.00	\$20.19	\$33.88
1-1-05**	\$24.55	\$0.00	\$32.90	\$32.88
1-1-06**	\$23.20	\$0.00	\$31.10	\$31.10
1-1-07**	\$24.69	\$0.00	\$33.09	\$33.08
1-1-08**	\$25.38	\$0.00	\$34.02	\$34.00
1-1-09**	\$26.14	\$0.00	\$35.04	\$35.02
1-1-10**	\$26.92	\$0.00	\$36.08	\$36.08

* Rates are for all bargaining units and non-contract employees with the exception of AFSCME Judicial employees.

** Rates are for all bargaining units and non-contract employees with the exception of IUP employees.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Workers' Compensation Claims

Fiscal Year	Total Claim Dollars Paid*	Percent Change	Injuries Receiving One or More Payments**	Percent Change	Average Cost/Claim in Dollars	Percent Change
FY 02	\$14,938,337	38.8%	4,513	9.5%	\$3,310	26.7%
FY 03	\$15,482,638	3.6%	4,786	6.0%	\$3,235	-2.3%
FY 04	\$17,231,786	11.3%	4,307	-9.4%	\$4,001	22.9%
FY 05	\$16,120,462	-6.4%	4,331	0.6%	\$3,722	-7.0%
FY 06	\$16,656,373	3.3%	4,450	2.7%	\$3,743	0.6%
FY 07	\$17,619,772	5.8%	4,251	-4.5%	\$4,145	10.7%
FY 08	\$20,218,241	14.7%	4,241	-0.2%	\$4,767	15.0%
FY 09	\$21,989,298	8.8%	4,744	11.9%	\$4,635	-2.8%
FY 10	\$21,282,424	-3.2%	5,123	8.0%	\$4,154	-10.4%

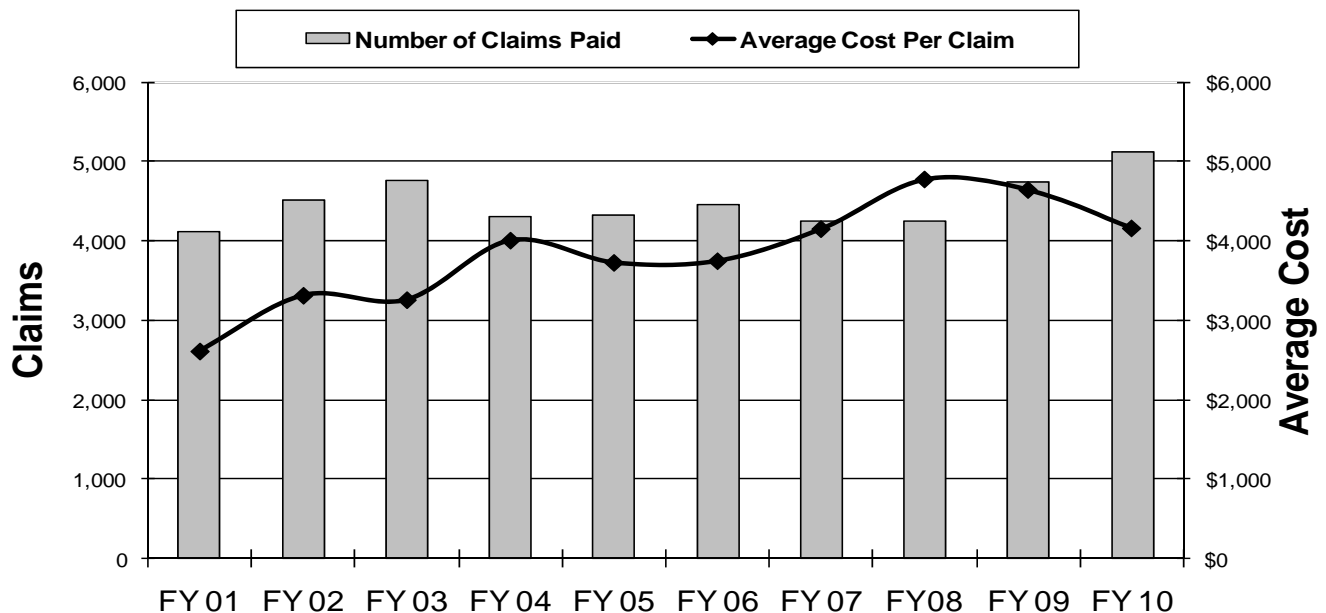
* Amount reported on annual financial statement to the Department of Revenue.

Does not include charges incurred from 3rd party claims payor or other administrative costs.

** New or carryover injuries

*** Data population includes Regents Institutions, Community-Based Corrections, and Fair Authority employees.

Workers' Compensation Claims Paid Compared to Average Cost per Claim



NOTE: The number of claims paid equals the number of injury claims (First Reports filed) receiving one or more payments in a twelve-month period, and includes injuries that occurred in prior fiscal years.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: Third Party Administrator Query

Lost Work Days Due to Injury

Fiscal Year	Number of New Claims	Work Days Lost Due to New Claims	Average Days/Claim	Average Days/Claim Percent Change
FY 02	628	16,008	25.5	
FY 03	664	13,801	20.8	-18.5%
FY 04	489	12,905	26.4	27.0%
FY 05	530	12,589	23.8	-10.0%
FY 06	531	12,126	22.8	-3.9%
FY 07	554	12,897	23.3	1.9%
FY 08	609	15,011	24.6	5.9%
FY 09	579	13,924	24.0	-2.4%
FY 10	590	14,070	23.8	-0.8%

Data criteria: Date received by SCMS between July 1, FY start, and June 30, FY end

NOTE: New claim data only. Does not include carryover claims from preceding years.

Workers' Compensation Comparisons by Government Branch

		FY 03	FY 04	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	
Total Premiums	Premium Revenue*	\$ 17,210,964	\$ 17,141,580	\$ 16,416,388	\$ 17,689,188	\$ 18,350,676	\$ 19,083,450	\$ 19,739,244	\$ 24,770,231	
	Administrative Fee	[1]	\$ 2,250,000	\$ 2,486,680	\$ 2,600,004	\$ 2,750,016	\$ 2,750,004	\$ 2,265,101	\$ 2,400,000	
	Percent of Total	Executive	60.93%	56.69%	57.88%	58.45%	58.66%	59.05%	61.15%	62.88%
		Judicial	1.21%	1.04%	1.38%	1.50%	1.50%	1.51%	1.42%	1.39%
		Legislative	0.14%	0.07%	0.07%	0.06%	0.08%	0.09%	0.10%	0.10%
		Regents	37.72%	42.20%	40.67%	39.99%	39.76%	39.35%	37.33%	35.63%
		Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%
Paid Claims	Claim Expense	\$ 15,723,977	\$ 17,234,154	\$ 16,120,462	\$ 16,656,373	\$ 17,619,772	\$ 20,218,241	\$ 21,989,298	\$ 21,450,382	
	Administrative Fee	[1]	\$ 2,232,226	\$ 2,439,881	\$ 2,477,807	\$ 2,585,460	\$ 2,002,607	\$ 2,175,697	\$ 2,400,000	
	Percent of Total	Executive	60.33%	57.89%	57.88%	61.28%	64.66%	64.60%	64.51%	58.18%
		Judicial	1.21%	1.52%	1.38%	2.09%	1.45%	1.00%	1.51%	1.26%
		Legislative	0.01%	0.01%	0.07%	0.24%	0.17%	0.04%	0.00%	0.20%
		Regents	38.45%	40.58%	40.67%	36.39%	33.72%	34.36%	33.98%	40.37%
		Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%

* Premium revenue equals State general fund appropriation and dollars billed to agencies.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: Third Party Administrator Query

Unemployment Expenditures

	FY 03	FY 04	FY 05	FY 06
NEW CLAIMS	691	633	538	591
PROTESTS	266	191	182	222
% In Favor of Employer	87.3%	76.0%	67.0%	76.0%
BENEFIT CHARGES PAID	\$722,557.00	\$785,392.00	\$825,161.00	\$813,686.00
SERVICE FEE	\$22,416.00	\$23,047.00	\$22,899.00	\$22,893.00
TOTAL COSTS	\$744,973.00	\$808,439.00	\$848,060.00	\$836,579.00
Credit Balances (Returned to General Fund)	\$21,468.00	\$15,068.00	\$25,507.00	\$28,449.00
NET COSTS (Total Costs - Credits Returned)	\$723,505.00	\$793,371.00	\$822,553.00	\$808,130.00
	FY 07	FY 08	FY 09	FY 10
NEW CLAIMS	536	576	739	2,765
PROTESTS	205	168	217	354
% In Favor of Employer	80.0%	76.8%	82.0%	78.0%
BENEFIT CHARGES PAID	\$710,370.00	\$716,107.00	\$835,943.92	\$1,870,950.04
SERVICE FEE	\$27,643.00	\$28,126.00	\$28,930.00	\$29,407.00
TOTAL COSTS	\$738,013.00	\$744,233.00	\$864,873.92	\$1,900,357.04
Credit Balances (Returned to General Fund)	\$29,986.00	\$14,409.00	\$31,249.77	\$69,096.12
NET COSTS (Total Costs - Credits Returned)	\$708,027.00	\$729,824.00	\$833,624.15	\$1,831,260.92

NOTE: Unemployment insurance covers the Executive, Legislative, & Judicial Branches.

NOTE: Because of the nature of unemployment insurance costs, figures for recent years may fluctuate slightly.

-Does not include Community-Based Corrections, House, Senate or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Third Party Administrator Query

Unemployment Claims by Department Fiscal Year 2010

DEPARTMENT	Total Claims	Claims		Claim Decisions Received	Claim Decisions	
		Protested	Not Protested		Favorable	Unfavorable
ADMINISTRATIVE SERVICES	1	0	1	0	0	0
AGRICULTURE	42	3	39	2	2	0
ALCOHOLIC BEVERAGES	28	3	25	2	1	1
AUDITOR	*	*	*	*	*	*
BANKING	1	1	0	1	1	0
BLIND	2	0	2	0	0	0
CIVIL RIGHTS	0	0	0	0	0	0
COLLEGE AID	1	0	1	0	0	0
CORRECTIONS	471	75	396	43	33	10
CREDIT UNION	0	0	0	0	0	0
CULTURAL AFFAIRS	9	3	6	2	2	0
ECONOMIC DEVELOPMENT	10	8	2	5	4	1
EDUCATION	17	6	11	4	4	0
ENERGY INDEPENDENCE	0	0	0	0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0
FINANCE AUTHORITY	2	1	1	1	1	0
GOVERNOR'S OFFICE	1	1	0	0	0	0
HUMAN RIGHTS	2	0	2	0	0	0
HUMAN SERVICES	467	88	379	78	57	21
INSPECTIONS AND APPEALS	52	2	50	0	0	0
INSURANCE	3	3	0	1	0	1
IOWA COMMUNICATIONS NTRK	5	0	5	0	0	0
IOWA DEPT OF AGING	2	0	2	0	0	0
IOWA PUBLIC TELEVISION	12	0	12	0	0	0
IPERS	3	0	3	0	0	0
JUSTICE	5	2	3	2	1	1
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0
LOTTERY	4	2	2	1	1	0
MANAGEMENT	0	0	0	0	0	0
NATURAL RESOURCES	156	6	150	9	8	1
PAROLE	5	4	1	3	2	1
PUBLIC DEFENSE	20	2	18	2	2	0
PUBLIC EMPLOYMENT RELATIONS	1	1	0	0	0	0
PUBLIC HEALTH	*	*	*	*	*	*
PUBLIC SAFETY	65	4	61	1	1	0
REBUILD IOWA	0	0	0	0	0	0
REVENUE	48	3	45	1	1	0
SECRETARY OF STATE	3	1	2	0	0	0
TRANSPORTATION	778	25	753	17	17	0
TREASURER	*	*	*	*	*	*
UTILITIES	0	0	0	0	0	0
VETERAN'S AFFAIRS	0	0	0	0	0	0
VETERAN'S HOME	74	29	45	26	18	8
WORKFORCE DEVELOPMENT	*	*	*	*	*	*
GRAND TOTALS	2,290	273	2,017	201	156	45

* Indicates departments that are not covered by the Unemployment Insurance Administrative Service Contract.

NOTE: Unemployment covers the Executive, Legislative, & Judicial Branches. However, the Judicial Branch, Legislative Branch and Fair Authority are not presented in this table.

-Does not include Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Third Party Administrator Query:

Employee Assistance Program Data by Fiscal Year

	FY 03	FY 04	FY 05	FY 06
Number of employees*	18,977	19,198	19,202	19,726
Number of clients served	686	660	686	886
Percent utilization	3.6%	3.4%	3.6%	4.5%
Number of counseling hours	1,368	1,535	1,517	1,608
Average number of counseling hours/client	1.99	2.33	2.21	1.81
EAP COSTS				
Counseling	\$97,863	\$99,758	\$108,541	\$126,499
Training	\$2,690	\$1,825	\$318	\$0
TOTAL	\$100,553	\$101,583	\$108,859	\$126,499
Average total counseling costs/client	\$142.66	\$151.15	\$158.22	\$142.78
Average cost/employee	\$5.30	\$5.29	\$5.67	\$6.41
	FY 07	FY 08	FY 09	FY 10
Number of employees*	19,964	20,552	20,515	18,444
Number of clients served	830	1,001	888	922
Percent utilization	4.2%	4.9%	4.3%	5.0%
Number of counseling hours	1,265	1,382	1,540	1,079
Average number of counseling hours/client	1.52	1.38	1.73	1.17
EAP COSTS				
Counseling	\$110,403	\$107,808	\$120,142	\$118,147
Training	\$4,535	\$4,365	\$3,963	\$3,780
TOTAL	\$114,938	\$112,173	\$124,105	\$121,927
Average total counseling costs/client	\$133.02	\$126.53	\$135.29	\$128.14
Average cost/employee	\$5.76	\$5.46	\$6.05	\$6.61

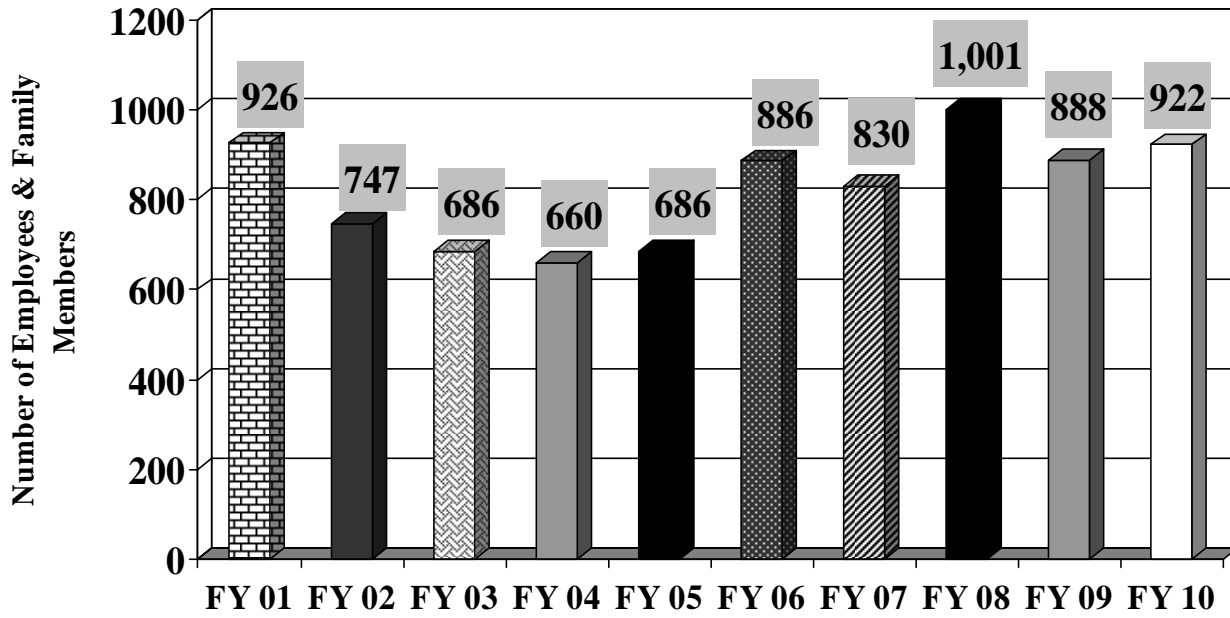
*This number Includes: Only Full-Time Executive Branch (excludes Community-Based Corrections, Regent Institutions and Fair Authority)

Does Not Include: Regents Board Office
 School for the Deaf
 Braille & Sight Saving School
 1990, added Judicial Branch employees
 1991, added Legislative Branch employees (excluding Legislators)

NOTE: Total Iowa Employee Assistance Program (IEAP) costs do not include brochure, promotional item, travel, or administrative expenses.

Source: Iowa Department of Administrative Services, HRE - IEAP Annual Report.

Employee Assistance Program Use by Fiscal Year



Source: Iowa Department of Administrative Services, HRE - Iowa Employee Assistance Program Annual Report: SJensen.

Deferred Compensation Enrollments, Fiscal Year 2010

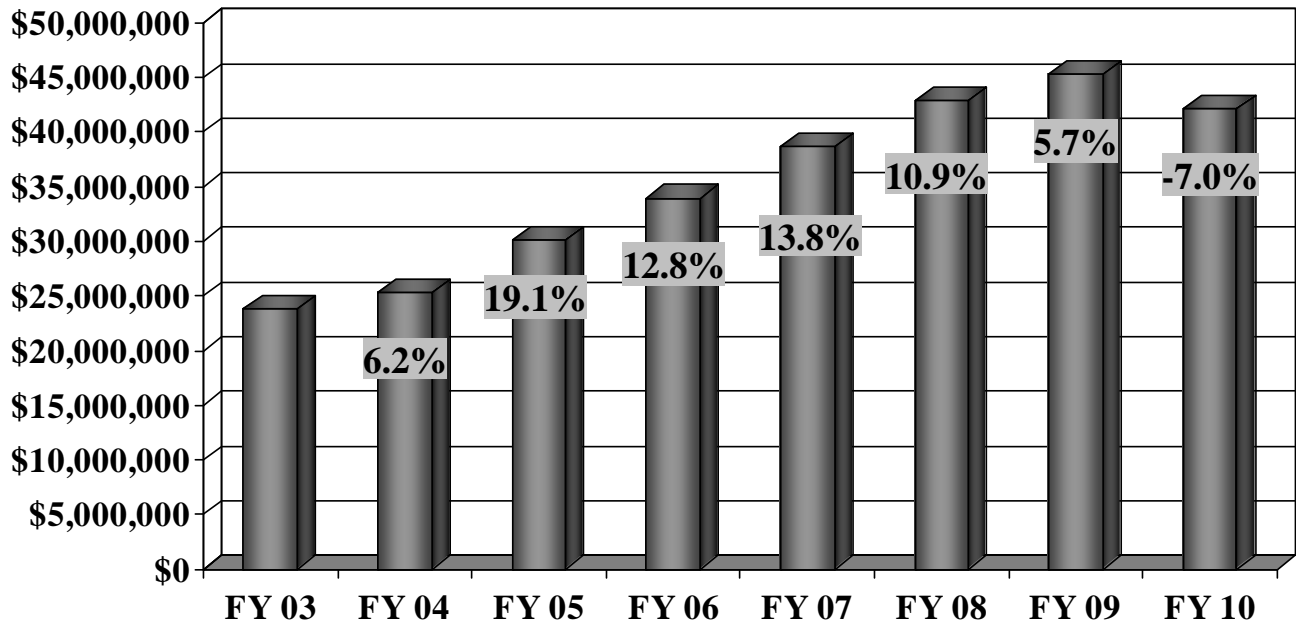
State Government	# Eligible	# Deferring	Participation
EXECUTIVE BRANCH			
AFSCME			
Clerical (001)	1,472	663	45.0%
Technical (002)	3,610	1,590	44.0%
Blue Collar (003)	2,072	1,077	52.0%
Fiscal & Staff (004/104)	2,573	1,686	65.5%
Security (006)	1,970	938	47.6%
Patient Care (011)	615	377	61.3%
Subtotal	12,312	6,331	51.4%
UE/IUP			
Social Services (005)	1,284	709	55.2%
Science (009)	444	341	76.8%
Social Services-IMW (015)	671	350	52.2%
Subtotal	2,399	1,400	58.4%
SPOC			
Public Safety (007)	639	523	81.8%
NONCONTRACT	3,372	2,207	65.5%
TOTAL	18,722	10,461	55.9%
JUDICIAL BRANCH			
AFSCME	672	422	62.8%
NONCONTRACT	1,006	693	68.9%
PPME	94	65	69.1%
TOTAL	1,772	1,180	66.6%
LEGISLATIVE BRANCH			
TOTAL	337	123	36.5%
COMMUNITY BASED CORRECTIONS			
TOTAL	638	452	70.8%
GRAND TOTAL			
GRAND TOTAL	21,469	12,216	56.9%

Eligibility - Any employee of the State of Iowa working 20+ hours per week or an employee who has a fixed annual salary. This program does not include Regents employees.

Note: 3-digit numbers in parenthesis refer to bargaining unit code.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: JSandusky.

Deferred Compensation Program Total Amount Deferred



NOTE: Percentages in each bar represent increase/decrease of amount deferred from previous fiscal year.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: JSandusky.

Employee Mobility

Many factors affect employee mobility: growth or decline in the number of state jobs, the availability of funding, dynamics of state programs, types of occupations, geographical location of jobs, characteristics of state employees themselves, external labor market conditions, and the availability of other employment. This section shows that:

- Over 46% of the Executive Branch full-time workforce is employed in 26 job classes. There are over 750 job classes.
- Of the 989 non-promotional hires in Fiscal Year 2010, 63.1% were in 25 job classes.
- The Executive Branch new hire rate (the percentage of non-promotional hires to total workforce) has decreased from 6.0% in FY '03 to 5.4% in FY '10.
- Of the 3,089 employees who left Executive Branch employment in Fiscal Year 2010, 49.1% were in 26 job classes.
- The Executive Branch separation rate (the percentage of individuals who left Executive Branch employment to total workforce) increased from 6.3% in Fiscal Year 2003 to 16.7% in Fiscal Year 2010.
- A five-year average of separations shows that over 53.9% of employees who voluntarily left Executive Branch employment were employed with the State less than 3 years.

Top 25 Most Populous Job Classes, Fiscal Year 2010

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '10 Workforce
1	86406	Correctional Officer (& 76406)	1,490	8.1%
2	03201	Resident Treatment Worker	1,236	6.7%
3	03089	Income Maintenance Worker 2	617	3.3%
4	08121	Highway Technician Associate	614	3.3%
5	03011	Social Worker 2 (& 23013)	540	2.9%
6	00807	Workforce Advisor	336	1.8%
7	02020	Registered Nurse (& 82020)	261	1.4%
8	00025	Secretary 1 (& 90025)	253	1.4%
9	00026	Secretary 2 (& 90026)	252	1.4%
10	00018	Clerk - Specialist (& 90018)	244	1.3%
11	03016	Social Worker 3 (& 23016)	227	1.2%
12	00709	Administrative Assistant 2 (& 90709)	199	1.1%
13	00013	Typist-Advanced	198	1.1%
14	00711	Executive Officer 2 (& 90711)	194	1.1%
15	00121	Information Technology Specialist 4 (& 90121)	193	1.0%
16	00708	Administrative Assistant 1 (& 90708)	192	1.0%
17	02002	Licensed Practical Nurse (& 82002)	176	1.0%
18	00122	Information Technology Specialist 5 (& 90122)	175	0.9%
19	03345	Child Support Recovery Officer	156	0.8%
20	03040	Youth Services Worker	146	0.8%
21	16000	Trooper 2	145	0.8%
22	00710	Executive Officer 1 (& 90710)	143	0.8%
23	16005	Trooper 3	142	0.8%
24	10170	Special Agent	135	0.7%
25	04023	Program Planner 3 (& 94023)	130	0.7%
25	04513	Environmental Specialist	130	0.7%
TOTAL			8,524	46.2%

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Top 25 Classes by New Full-Time Hires, Fiscal Year 2010

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '10 Hires
1	03201	Resident Treatment Worker	122	12.3%
2	00807	Workforce Advisor	82	8.3%
3	86406	Correctional Officer	72	7.3%
4	08121	Highway Technician Associate	71	7.2%
5	04016	Disaster Project Specialist 1	30	3.0%
6	02020	Registered Nurse (& 82020)	27	2.7%
7	03089	Income Maintenance Worker 2	22	2.2%
8	02002	Licensed Practical Nurse (& 82002)	21	2.1%
10	04017	Disaster Project Specialist 2	17	1.7%
10	00806	Workforce Associate	17	1.7%
11	86360	Motor Vehicle Officer	14	1.4%
12	05355	Conservation Officer	12	1.2%
13	00708	Administrative Assistant 1 (& 90708)	11	1.1%
16	00018	Clerk-Specialist	10	1.0%
16	02060	Community Health Consultant	10	1.0%
16	00252	Warehouse Operations Worker	10	1.0%
20	01071	Education Program Consultant	9	0.9%
20	07200	Food Service Worker	9	0.9%
20	03220	Psychiatric Security Specialist	9	0.9%
20	03011	Social Worker 2 (& 23013)	9	0.9%
25	00711	Executive Officer 2 (& 90711)	8	0.8%
25	00327	Field Auditor	8	0.8%
25	08375	Mechanic	8	0.8%
25	04022	Program Planner 2	8	0.8%
25	03203	Resident Treatment Supervisor	8	0.8%
Totals			624	63.1%

NOTE: There were 989 total non-promotional hires in Fiscal Year 2010.

NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

NOTE: Highway Technician Associates were previously classified as Equipment Operators

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Total New Full-Time Hires by Fiscal Year by Department

DEPARTMENT	FY 03			FY 04			FY 05			FY 06		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	*	*	*	23	366	6.3%	19	366	5.2%	24	367	6.5%
AGRICULTURE	17	385	4.4%	10	381	2.6%	18	380	4.7%	28	385	7.3%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	16	51	31.4%	6	50	12.0%
AUDITOR	12	103	11.7%	10	100	10.0%	38	112	33.9%	13	107	12.1%
BANKING	****	****	****	****	****	****	7	62	11.3%	5	64	7.8%
BLIND	9	100	9.0%	5	102	4.9%	5	99	5.1%	2	97	2.1%
CIVIL RIGHTS	0	28	0.0%	1	27	3.7%	1	23	4.3%	0	23	0.0%
COLLEGE AID	0	37	0.0%	3	36	8.3%	5	41	12.2%	7	41	17.1%
COMMERCE	12	287	4.2%	36	308	11.7%	****	****	****	****	****	****
CORRECTIONS	309	2,977	10.4%	114	2,939	3.9%	117	2,871	4.1%	201	2,920	6.9%
CREDIT UNION	****	****	****	****	****	****	5	16	31.3%	0	15	0.0%
CULTURAL AFFAIRS	5	63	7.9%	9	65	13.8%	3	64	4.7%	8	70	11.4%
ECONOMIC DEVELOPMENT***	13	207	6.3%	14	216	6.5%	6	131	4.6%	6	127	4.7%
EDUCATION	32	599	5.3%	23	609	3.8%	38	592	6.4%	30	596	5.0%
ETHICS/CAMPAIGN DISCLOSURE	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
FINANCE AUTHORITY	***	***	***	***	***	***	5	86	5.8%	2	86	2.3%
GENERAL SERVICES	9	162	5.6%	**	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	11	39	28.2%	4	40	10.0%	5	40	12.5%	7	40	17.5%
HUMAN RIGHTS	2	51	3.9%	6	54	11.1%	4	57	7.0%	3	55	5.5%
HUMAN SERVICES	266	5,038	5.3%	381	5,146	7.4%	474	5,237	9.1%	636	5,520	11.5%
INFORMATION TECHNOLOGY	8	116	6.9%	**	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	28	459	6.1%	31	474	6.5%	31	488	6.4%	25	505	5.0%
INSURANCE	****	****	****	****	****	****	5	84	6.0%	12	87	13.8%
IOWA COMMUNICATIONS NTRWK	7	95	7.4%	5	96	5.2%	2	90	2.2%	5	80	6.3%
IOWA DEPT OF AGING	0	29	0.0%	2	24	8.3%	4	28	14.3%	2	32	6.3%
IOWA PUBLIC TELEVISION	0	112	0.0%	6	116	5.2%	2	110	1.8%	4	116	3.4%
IPERS	***	***	***	1	86	1.2%	6	83	7.2%	4	86	4.7%
JUSTICE****	3	202	1.5%	15	207	7.2%	21	203	10.3%	14	204	6.9%
LAW ENFORCEMENT ACADEMY	0	27	0.0%	0	27	0.0%	0	27	0.0%	3	27	11.1%
LOTTERY	***	***	***	1	108	0.9%	2	108	1.9%	8	112	7.1%
MANAGEMENT	0	27	0.0%	1	28	3.6%	1	27	3.7%	1	28	3.6%
NATURAL RESOURCES	50	880	5.7%	49	898	5.5%	38	912	4.2%	43	928	4.6%
PAROLE	0	10	0.0%	0	11	0.0%	1	10	10.0%	1	10	10.0%
PERSONNEL	5	151	3.3%	**	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	****	****	****	****	****	****	0	10	0.0%	1	12	8.3%
PUBLIC DEFENSE	32	327	9.8%	49	366	13.4%	23	373	6.2%	15	361	4.2%
PUBLIC EMPLOYMENT RELATIONS	1	10	10.0%	0	10	0.0%	0	10	0.0%	0	9	0.0%
PUBLIC HEALTH	40	397	10.1%	23	388	5.9%	45	394	11.4%	25	410	6.1%
PUBLIC SAFETY	7	861	0.8%	16	838	1.9%	56	847	6.6%	116	948	12.2%
REVENUE***	3	473	0.6%	23	359	6.4%	22	369	6.0%	14	373	3.8%
SECRETARY OF STATE	7	34	20.6%	4	35	11.4%	3	39	7.7%	2	40	5.0%
TRANSPORTATION	136	3,163	4.3%	57	3,156	1.8%	106	3,112	3.4%	87	3,112	2.8%
TREASURER	7	21	33.3%	6	24	25.0%	5	22	22.7%	4	23	17.4%
UTILITIES	****	****	****	****	****	****	4	90	4.4%	3	89	3.4%
VETERAN'S AFFAIRS	74	736	10.1%	86	769	11.2%	81	779	10.4%	87	799	10.9%
VETERAN'S HOME										***	***	***
WORKFORCE DEVELOPMENT	28	765	3.7%	37	783	4.7%	31	753	4.1%	48	766	6.3%
GRAND TOTALS	1,133	18,977	6.0%	1,051	19,198	5.5%	1,255	19,202	6.5%	1,502	19,726	7.6%

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now are their own department.

**** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Total New Full-Time Hires by Fiscal Year by Department (cont.)

DEPARTMENT	FY 07			FY 08			FY 09			FY 10		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	28	375	7.5%	39	400	9.8%	26	402	6.5%	5	350	1.4%
AGRICULTURE	31	382	8.1%	34	392	8.7%	8	385	2.1%	4	323	1.2%
ALCOHOLIC BEVERAGES****	22	61	36.1%	11	61	18.0%	7	59	11.9%	19	62	30.6%
AUDITOR	22	106	20.8%	25	110	22.7%	0	102	0.0%	7	102	6.9%
BANKING****	2	64	3.1%	5	81	6.2%	3	80	3.8%	5	80	6.3%
BLIND	3	92	3.3%	2	89	2.2%	2	86	2.3%	5	85	5.9%
CIVIL RIGHTS	4	23	17.4%	4	26	15.4%	2	27	7.4%	0	26	0.0%
COLLEGE AID	10	46	21.7%	7	50	14.0%	7	55	12.7%	2	45	4.4%
COMMERCE	****	****	****	****	****	****	****	****	****	****	****	****
CORRECTIONS	354	3,079	11.5%	312	3,151	9.9%	174	3,119	5.6%	105	2,742	3.8%
CREDIT UNION	0	13	0.0%	3	17	17.6%	0	14	0.0%	0	14	0.0%
CULTURAL AFFAIRS	6	71	8.5%	6	75	8.0%	0	70	0.0%	0	59	0.0%
ECONOMIC DEVELOPMENT***	6	131	4.6%	17	147	11.6%	5	146	3.4%	4	115	3.5%
EDUCATION	33	573	5.8%	75	612	12.3%	53	637	8.3%	30	563	5.3%
ENERGY INDEPENDENCE	*	*	*	*	*	*	0	4	0.0%	11	23	47.8%
ETHICS/CAMPAIGN DISCLOSURE	0	5	0.0%	1	6	16.7%	0	6	0.0%	0	3	0.0%
FINANCE AUTHORITY***	1	83	1.2%	6	86	7.0%	7	82	8.5%	5	82	6.1%
GENERAL SERVICES	**	**	**	**	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	15	39	38.5%	7	49	14.3%	5	50	10.0%	7	44	15.9%
HUMAN RIGHTS	1	52	1.9%	7	56	12.5%	2	54	3.7%	3	48	6.3%
HUMAN SERVICES	561	5,625	10.0%	702	5,781	12.1%	403	5,767	7.0%	235	5,021	4.7%
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	34	514	6.6%	57	531	10.7%	19	536	3.5%	10	478	2.1%
INSURANCE****	7	88	8.0%	8	88	9.1%	8	92	8.7%	5	88	5.7%
IOWA COMMUNICATIONS NTRWK	7	84	8.3%	4	81	4.9%	4	86	4.7%	1	77	1.3%
IOWA DEPT OF AGING	4	32	12.5%	7	37	18.9%	3	36	8.3%	3	31	9.7%
IOWA PUBLIC TELEVISION	12	116	10.3%	1	111	0.9%	3	110	2.7%	0	100	0.0%
IPERS***	2	82	2.4%	1	79	1.3%	0	77	0.0%	3	78	3.8%
JUSTICE*****	29	241	12.0%	20	246	8.1%	20	256	7.8%	12	225	5.3%
LAW ENFORCEMENT ACADEMY	0	27	0.0%	1	26	3.8%	1	25	4.0%	1	20	5.0%
LOTTERY***	5	111	4.5%	5	110	4.5%	6	109	5.5%	2	86	2.3%
MANAGEMENT	1	30	3.3%	1	32	3.1%	0	31	0.0%	0	22	0.0%
NATURAL RESOURCES	70	945	7.4%	68	974	7.0%	23	948	2.4%	37	896	4.1%
PAROLE	4	11	36.4%	2	11	18.2%	2	12	16.7%	2	8	25.0%
PERSONNEL	**	**	**	**	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING****	2	14	14.3%	****	****	****	****	****	****	****	****	****
PUBLIC DEFENSE	28	354	7.9%	38	362	10.5%	44	379	11.6%	62	384	16.1%
PUBLIC EMPLOYMENT RELATIONS	0	9	0.0%	2	11	18.2%	0	10	0.0%	0	7	0.0%
PUBLIC HEALTH	36	407	8.8%	46	432	10.6%	29	445	6.5%	21	416	5.0%
PUBLIC SAFETY	60	953	6.3%	71	990	7.2%	33	994	3.3%	9	943	1.0%
REBUILD IOWA	*	*	*	*	*	*	*	*	*	7	12	58.3%
REVENUE***	14	362	3.9%	38	385	9.9%	16	376	4.3%	2	299	0.7%
SECRETARY OF STATE	5	36	13.9%	3	38	7.9%	1	37	2.7%	1	30	3.3%
TRANSPORTATION	140	3,045	4.6%	175	3,063	5.7%	102	3,032	3.4%	167	2,747	6.1%
TREASURER	7	24	29.2%	1	23	4.3%	2	25	8.0%	5	25	20.0%
UTILITIES****	4	67	6.0%	2	68	2.9%	2	66	3.0%	6	64	9.4%
VETERAN'S AFFAIRS	90	813	11.1%	133	860	15.5%	2	15	13.3%	0	13	0.0%
VETERAN'S HOME	***	***	***	***	***	***	76	857	8.9%	37	763	4.8%
WORKFORCE DEVELOPMENT	73	779	9.4%	85	805	10.6%	45	820	5.5%	149	845	17.6%
GRAND TOTALS	1,733	19,964	8.7%	2,032	20,552	9.9%	1,145	20,519	5.6%	989	18,444	5.4%

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now are their own department.

**** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

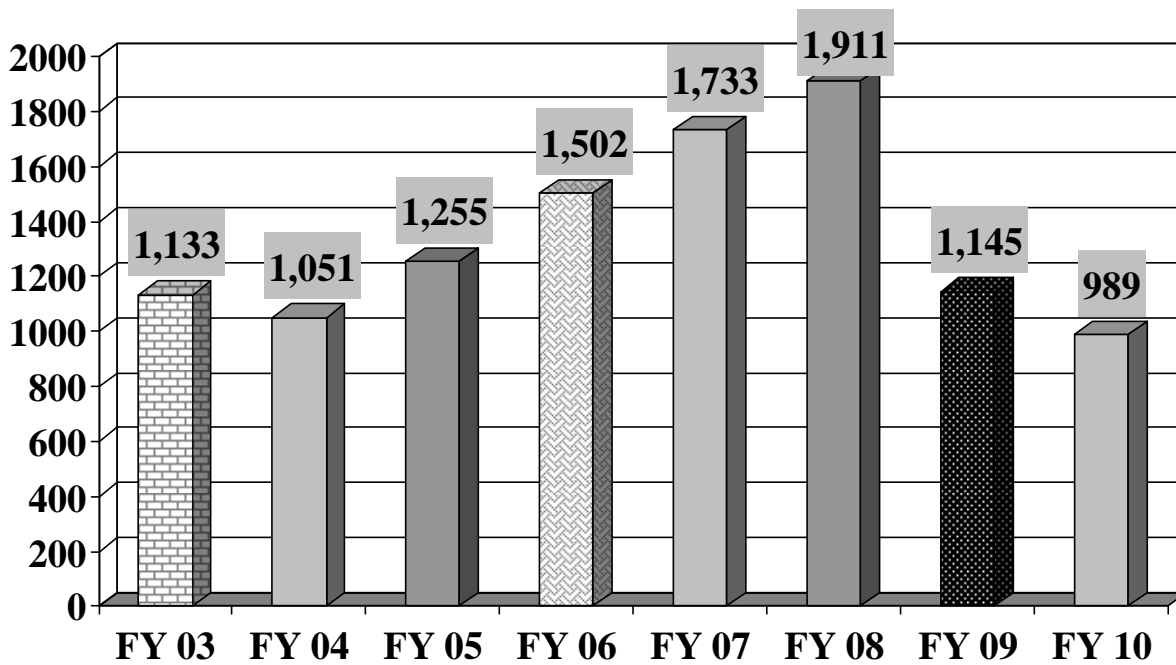
***** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

Total New Full-Time Hires by Fiscal Year

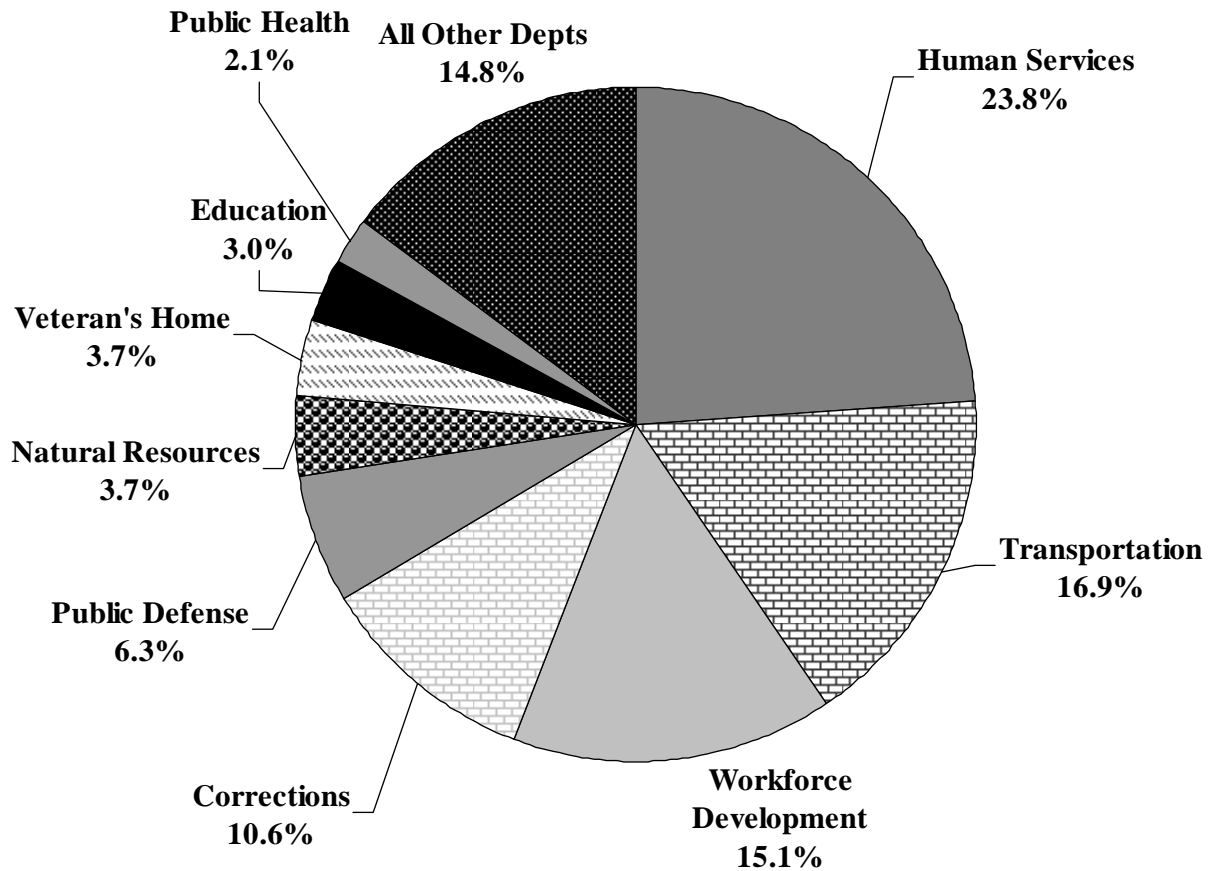


NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

New Full-Time Hire Percentages by Department, Fiscal Year 2010



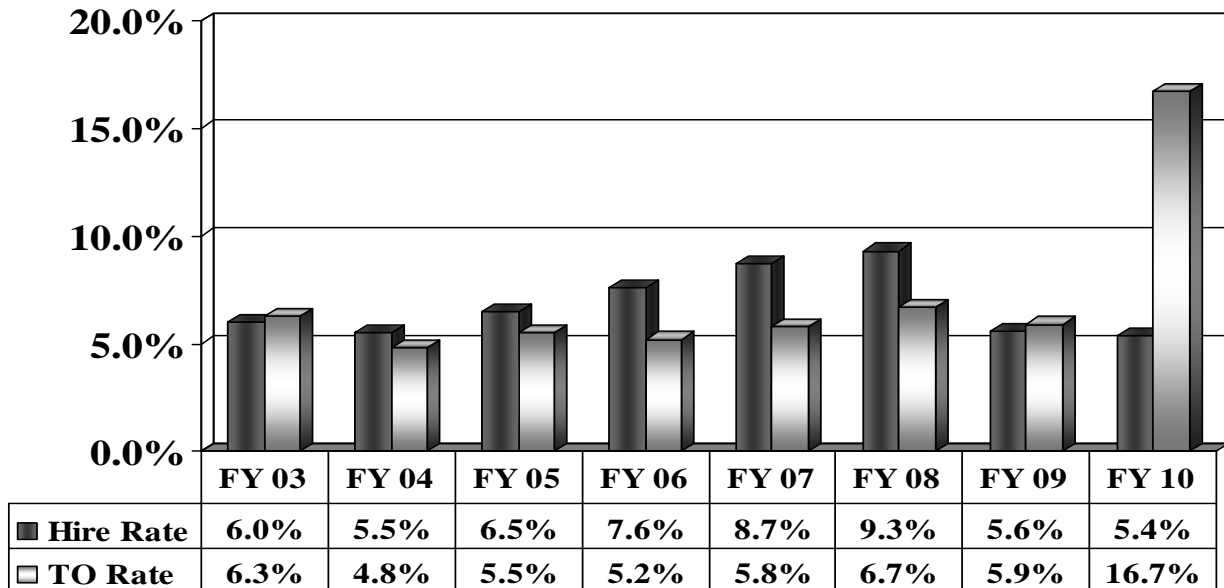
NOTE: Percentages are rounded and may not sum to exactly 100%.

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

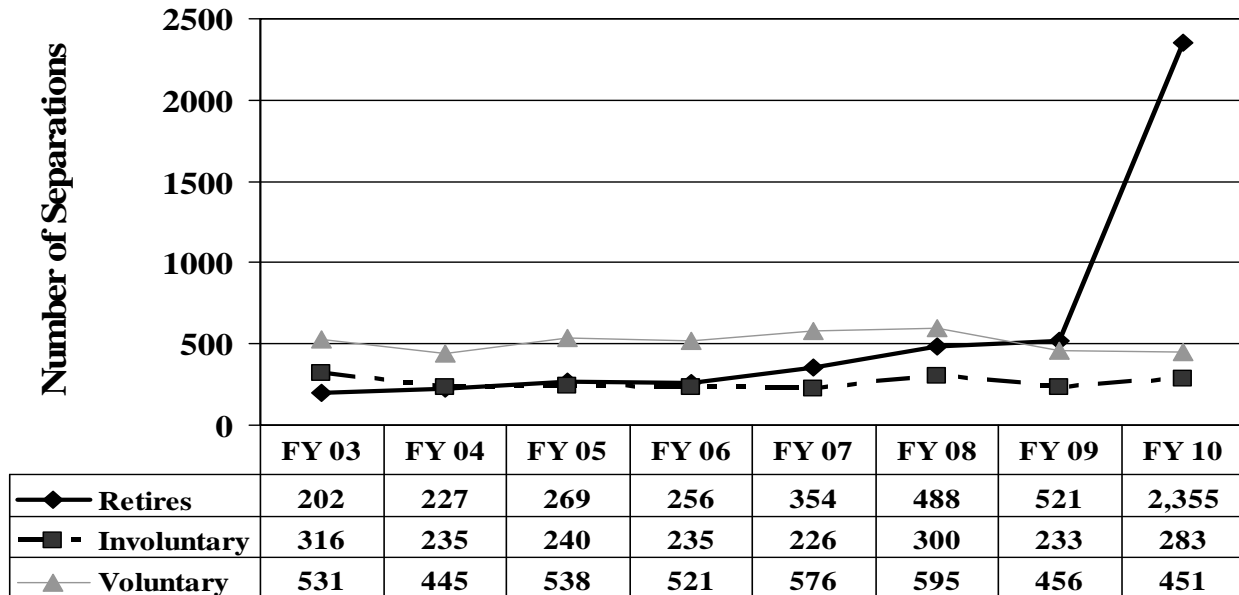
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employee New Hire Rate and Separation Rate



NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.
 NOTE: Executive Branch separation rate includes only individuals who have left Executive Branch employment.

Separation Type



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Top 25 Executive Branch Separations by Class, Fiscal Year 2010

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '10 Separations
1	03201	Resident Treatment Worker	227	7.3%
2	86406	Correctional Officer	219	7.1%
3	03089	Income Maintenance Worker 2	120	3.9%
4	08121	Highway Technician Associate	113	3.7%
5	03011	Social Worker 2	78	2.5%
6	00025	Secretary 1	71	2.3%
7	00026	Secretary 2 (& 90026)	67	2.2%
8	00807	Workforce Advisor	55	1.8%
9	03016	Social Worker 3	50	1.6%
10	00013	Typist-Advanced	49	1.6%
11	00018	Clerk - Specialist	47	1.5%
12	86419	Correctional Counselor	40	1.3%
13	00709	Administrative Assistant 2 (& 90709)	39	1.3%
14	02020	Registered Nurse (& 82020)	38	1.2%
15	02002	Licensed Practical Nurse (& 82002)	36	1.2%
16	00708	Administrative Assistant 1 (& 90708)	32	1.0%
17	00784	Public Service Executive 3	29	0.9%
18	00711	Executive Officer 2 (& 90711)	28	0.9%
19	04023	Program Planner 3	27	0.9%
20	00121	Information Technician Specialist 4	24	0.8%
22	00786	Public Service Executive 4	23	0.7%
22	00306	Accounting Clerk 2	23	0.7%
23	08113	Equipment Operator Senior	22	0.7%
24	00710	Executive Officer 1 (& 90710)	21	0.7%
25	00115	Information Tech Support Worker 2	20	0.6%
25	02569	Rehabilitation Counselor	20	0.6%
TOTALS			1,518	49.1%

NOTE: There were a total of 3,089 individuals who separated from Executive Branch employment in Fiscal Year 2010.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Separations by Department

DEPARTMENT	FY 03			FY 04			FY 05			FY 06		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	*	*	*	3	8	11	2	3	10	7	4	11
AGRICULTURE	1	3	7	7	4	4	8	2	4	4	5	8
ALCOHOLIC BEVERAGES	***	***	***	*	*	*	2	2	8	1	2	5
AUDITOR	0	0	6	2	1	9	0	0	22	0	1	14
BANKING	***	***	***	*	*	*	0	1	4	1	0	2
BLIND	1	1	1	2	1	1	4	0	3	1	1	0
CIVIL RIGHTS	0	0	1	0	0	1	1	2	0	0	0	0
COLLEGE AID	1	0	0	0	0	5	1	0	0	1	2	2
COMMERCE	4	0	8	1	7	6	***	***	***	***	***	***
CORRECTIONS	18	69	94	45	34	79	34	44	70	36	40	69
CREDIT UNION	***	***	***	*	*	*	0	1	3	0	0	1
CULTURAL AFFAIRS	0	3	3	2	1	3	1	2	3	1	1	3
ECONOMIC DEVELOPMENT	2	3	12	0	4	5	0	4	2	0	0	12
EDUCATION	8	20	12	5	3	15	16	9	19	14	2	15
ENERGY INDEPENDENCE	*	*	*	*	*	*	*	*	*	*	*	*
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	*	*	*	0	1	3	0	0	2
GENERAL SERVICES	4	6	2	**	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	0	2	6	0	0	1	0	0	7	0	0	3
HUMAN RIGHTS	0	1	1	0	0	2	2	1	0	2	1	2
HUMAN SERVICES	71	105	152	53	100	137	75	93	182	62	111	193
INFORMATION TECHNOLOGY	1	2	7	**	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	8	16	27	7	4	14	10	2	23	6	2	10
INSURANCE	***	***	***	*	*	*	0	1	5	3	2	2
IOWA COMMUNICATIONS NTWRK	1	1	6	0	0	2	3	1	3	6	1	5
IOWA DEPT OF AGING (ELDER AFF)	1	0	1	0	0	1	0	1	0	0	0	1
IOWA PUBLIC TELEVISION	0	1	5	1	0	1	1	1	3	1	0	1
IPERS	***	***	***	1	1	2	2	1	3	1	2	1
JUSTICE	2	0	7	0	0	7	1	1	18	3	0	5
LAW ENFORCEMENT ACADEMY	2	0	0	0	0	0	0	0	0	2	0	1
LOTTERY	***	***	***	0	0	0	1	0	0	1	0	3
MANAGEMENT	0	0	0	0	0	0	0	0	0	0	0	1
NATURAL RESOURCES	10	2	11	24	8	10	8	4	11	16	3	12
PAROLE	0	0	0	0	0	0	1	0	0	0	0	1
PERSONNEL	0	2	1	**	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	*	*	*	0	0	0	0	0	0
PUBLIC DEFENSE	0	3	12	3	4	12	2	2	9	9	3	15
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0	0	0	1	0
PUBLIC HEALTH	6	3	15	6	3	23	7	2	18	2	1	7
PUBLIC SAFETY	12	4	21	13	7	19	23	5	14	9	4	15
REVENUE*	8	5	2	4	5	2	4	4	3	8	3	3
SECRETARY OF STATE	0	0	1	1	0	2	0	0	1	1	0	2
TRANSPORTATION	27	29	48	19	22	26	32	19	37	33	19	33
TREASURER	0	2	7	0	0	2	0	2	4	0	1	2
UTILITIES	***	***	***	*	*	*	0	0	1	1	0	2
VETERAN'S AFFAIRS	6	28	48	15	13	36	15	22	34	11	15	44
VETERAN'S HOME	***	***	***	***	***	***	***	***	***	***	***	***
WORKFORCE DEVELOPMENT	8	5	7	13	5	7	13	7	11	13	8	13
GRAND TOTALS	202	316	531	227	235	445	257	233	516	256	235	521
AVERAGE AGE	60.76	42.87	37.72	60.58	43.15	38.21	60.96	43.96	38.62	61.68	43.28	39.02
AVERAGE LENGTH OF SERVICE	21.40	7.84	5.70	23.76	7.74	5.17	21.27	7.81	5.57	22.29	7.06	5.44

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

* Department not in existence at the time.
 ** Former individual departments, which now make up the Department of Administrative Services.
 *** Formerly part of other department and now are their own department.

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Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Separations by Department (cont.)

DEPARTMENT	FY 07			FY 08			FY 09			FY 10		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	7	3	10	8	3	12	12	8	5	47	3	7
AGRICULTURE	8	3	5	6	6	6	12	1	4	53	6	6
ALCOHOLIC BEVERAGES	1	5	1	0	2	5	0	6	1	10	5	2
AUDITOR	0	2	15	3	0	15	2	0	5	4	0	4
BANKING	0	0	3	2	0	0	2	1	2	2	1	2
BLIND	3	4	2	1	0	1	3	0	2	7	0	1
CIVIL RIGHTS	1	0	2	0	0	1	1	0	0	1	0	0
CORRECTIONS	27	35	80	72	53	102	68	45	83	301	80	87
CREDIT UNION	0	0	2	0	0	0	0	0	2	0	0	0
CULTURAL AFFAIRS	0	0	5	0	0	2	2	1	2	7	2	1
ECONOMIC DEVELOPMENT	2	2	4	0	1	7	0	2	4	25	10	6
EDUCATION	10	1	22	17	7	20	15	2	17	86	4	14
ENERGY INDEPENDENCE	*	*	*	*	*	*	0	0	0	0	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0	0	3	0	0
FINANCE AUTHORITY	1	1	4	0	1	1	5	3	3	6	0	0
GOVERNOR'S OFFICE	1	0	15	0	0	3	1	0	4	0	2	5
HUMAN RIGHTS	1	1	0	2	0	1	0	0	2	8	0	1
HUMAN SERVICES	58	95	188	148	125	221	152	88	180	724	90	152
INSPECTIONS AND APPEALS	4	5	12	12	6	19	7	3	9	65	5	5
INSURANCE	1	2	2	2	1	4	2	0	3	7	0	3
IOWA COMMUNICATIONS NTRK	2	0	3	3	0	3	1	1	0	8	0	2
IOWA DEPT OF AGING	0	0	1	0	1	1	1	0	2	6	2	1
IOWA PUBLIC TELEVISION	2	1	7	2	1	1	1	0	0	7	0	1
IPERS	1	3	3	1	1	1	2	0	2	2	0	0
JUSTICE**	4	1	10	6	0	8	2	0	7	24	3	13
LAW ENFORCEMENT ACADEMY	0	0	0	2	0	0	0	0	0	7	0	0
LOTTERY	3	0	1	4	0	1	5	0	0	22	1	3
MANAGEMENT	0	0	2	0	0	2	0	0	0	3	3	1
NATURAL RESOURCES	11	4	16	19	8	15	30	6	12	78	3	3
PAROLE	0	0	1	0	0	0	0	1	0	2	3	1
PROFESSIONAL LICENSING	1	0	0	****	****	****	****	****	****	****	****	****
PUBLIC DEFENSE	5	5	14	5	7	14	15	5	10	33	2	25
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	1	0	0	3	0	0
PUBLIC HEALTH	4	0	25	8	5	10	9	2	6	37	1	11
PUBLIC SAFETY	24	6	12	15	2	9	16	5	7	45	3	6
REBUILD IOWA	*	*	*	*	*	*	*	*	*	0	0	0
REVENUE*	3	1	6	14	4	3	10	6	5	74	0	6
SECRETARY OF STATE	0	0	1	1	0	0	1	0	0	4	1	3
TRANSPORTATION	147	22	36	90	28	36	96	22	28	423	23	23
TREASURER	0	2	3	0	0	1	0	0	0	1	1	2
UTILITIES	1	1	2	1	0	2	3	0	1	6	0	1
VETERAN'S AFFAIRS	8	15	40	15	30	43	0	1	1	1	0	1
VETERAN'S HOME	***	***	***	***	***	***	15	22	37	85	19	35
WORKFORCE DEVELOPMENT	12	5	19	27	8	25	27	2	9	124	9	14
GRAND TOTALS	354	226	576	488	300	595	521	233	456	2,355	283	451
AVERAGE AGE	62.19	42.82	39.17	61.64	42.98	39.29	61.91	43.44	38.98	61.14	44.10	38.50
AVERAGE LENGTH OF SERVICE	25.83	7.66	5.33	25.01	6.28	4.69	25.78	7.60	4.55	26.41	7.19	4.70

Retires - Retirements
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 **** Professional Licensing Is now included with the Banking department

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '09	FT Employees FY '10	Hires	Transfer In	Retires	Terms	Quits	SLIP/SERIP	Transfer Out	Hire Rate	Separation Rate
ADMINISTRATION SERVICES	402	350	5	4	1	3	7	46	6	2.39%	16.76%
AGRICULTURE	385	323	4	0	9	6	6	44	1	1.13%	18.64%
ALCOHOLIC BEVERAGES***	59	62	19	1	1	5	2	9	0	33.06%	28.10%
AUDITOR	102	102	7	0	0	0	4	4	0	6.86%	7.84%
BANKING***	80	80	5	3	0	1	2	2	2	10.00%	8.75%
BLIND	86	85	5	0	0	0	1	7	0	5.85%	9.36%
CIVIL RIGHTS	27	26	0	0	0	0	0	1	0	0.00%	3.77%
COLLEGE AID	55	45	2	0	0	0	2	4	0	4.00%	12.00%
CORRECTIONS	3,119	2,742	105	4	20	80	87	281	11	3.72%	16.35%
CREDIT UNION***	14	14	0	0	0	0	0	0	0	0.00%	0.00%
CULTURAL AFFAIRS	70	59	0	0	1	2	1	6	1	0.00%	17.05%
ECONOMIC DEVELOPMENT***	146	115	4	5	2	10	6	23	0	6.90%	31.42%
EDUCATION	637	563	30	5	6	4	14	80	11	5.83%	19.17%
ENERGY INDEPENDENCE	4	23	11	9	0	1	1	0	1	148.15%	22.22%
ETHICS/CAMPAIGN DISCLOSURE	6	3	0	0	0	0	0	3	0	0.00%	66.67%
FINANCE AUTHORITY***	82	82	5	0	0	0	0	6	1	6.10%	8.54%
GOVERNOR'S OFFICE	46	44	7	2	0	2	5	0	3	20.00%	22.22%
HUMAN RIGHTS	54	48	3	0	0	0	1	8	0	5.88%	17.65%
HUMAN SERVICES	5,767	5,021	235	4	42	90	152	682	31	4.43%	18.48%
INSPECTIONS AND APPEALS	536	478	10	9	5	5	5	60	1	3.75%	14.99%
INSURANCE***	92	88	5	0	0	0	3	7	0	5.56%	11.11%
IOWA COMMUNICATIONS NTWRK	86	77	1	0	1	0	2	7	0	1.23%	12.27%
IOWA DEPT OF AGING	36	31	3	0	0	2	1	6	0	8.96%	26.87%
IOWA PUBLIC TELEVISION	110	100	0	0	0	0	1	7	0	0.00%	7.62%
IPERS	77	78	3	0	0	0	0	2	0	3.87%	2.58%
JUSTICE*	256	225	12	0	2	3	13	22	6	4.99%	19.13%
LAW ENFORCEMENT ACADEMY	25	20	1	1	1	0	0	6	0	8.89%	31.11%
LOTTERY***	109	86	2	2	1	1	3	21	1	4.10%	27.69%
MANAGEMENT	31	22	0	0	0	3	1	3	2	0.00%	33.96%
NATURAL RESOURCES	948	896	37	1	10	3	3	68	10	4.12%	10.20%
PAROLE	12	8	2	0	0	3	1	2	0	20.00%	60.00%
PUBLIC DEFENSE	379	384	62	5	5	2	25	28	2	17.56%	16.25%
PUBLIC EMPLOYMENT RELATIONS	10	7	0	0	0	0	0	3	0	0.00%	35.29%
PUBLIC HEALTH	445	416	21	3	3	1	11	34	5	5.57%	12.54%
PUBLIC SAFETY	994	943	9	2	14	3	6	31	3	1.14%	5.89%
REBUILD IOWA	N/A	12	7	5	0	0	0	0	0	N/A	N/A
REVENUE***	376	299	2	2	3	0	6	71	2	1.19%	24.30%
SECRETARY OF STATE	37	30	1	0	0	1	3	4	0	2.99%	23.88%
TRANSPORTATION	3,032	2,747	167	****	19	23	23	404	****	N/A	N/A
TREASURER	25	25	5	0	0	1	2	1	1	20.00%	20.00%
UTILITIES***	66	64	6	1	2	0	1	4	0	10.77%	10.77%
VETERAN'S AFFAIRS	15	13	0	0	1	0	1	0	0	0.00%	14.29%
VETERAN'S HOME	857	763	37	2	8	19	35	77	1	4.81%	17.28%
WORKFORCE DEVELOPMENT	820	845	149	12	6	9	14	118	2	19.34%	17.90%
GRAND TOTALS	20,515	18,444	989	82	163	283	451	2,192	104	5.50%	16.39%

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

NOTE: Transfer In and Transfer Out indicate movement from one executive branch department to another only. Intra-agency transfers are not included.

NOTE: Rates determined by dividing by the average of FY '09 FT employee headcount and FY '10 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '10.

NOTE: Large rates for small department are misleading because they are a function of the small number of employees in that department. (ex: Governor's Office & Treasurer's Office).

* Consumer Advocate Office previously reported as part of Commerce is now included with Justice.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now reported as their own department

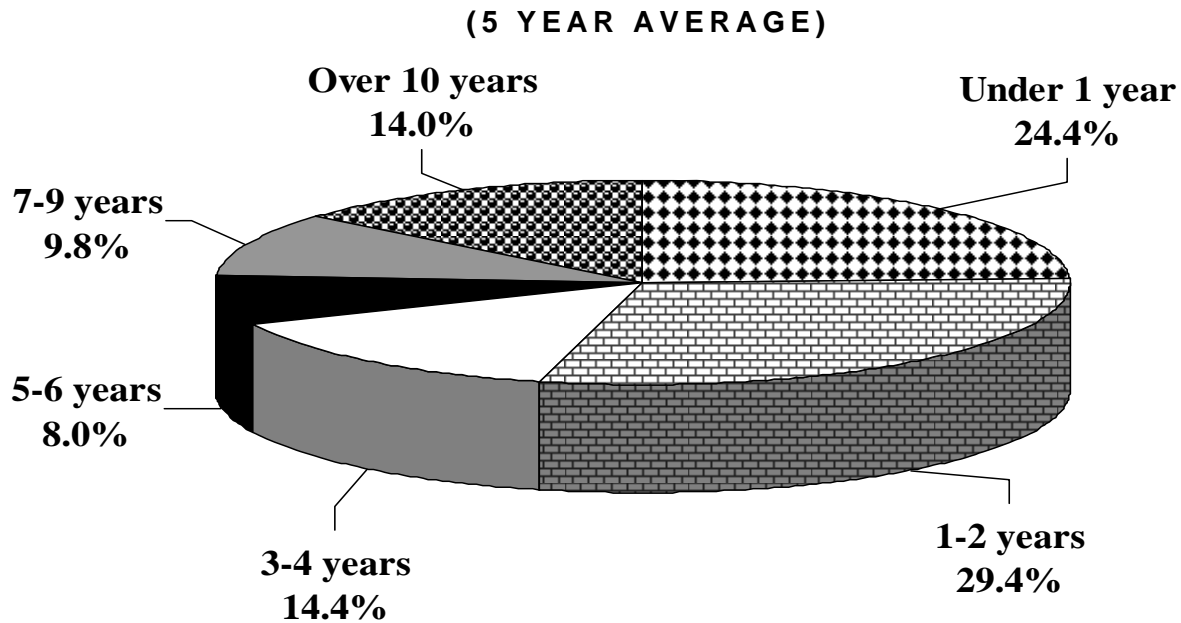
**** Data not available.

***** Professional Licensing now reported with Banking department.

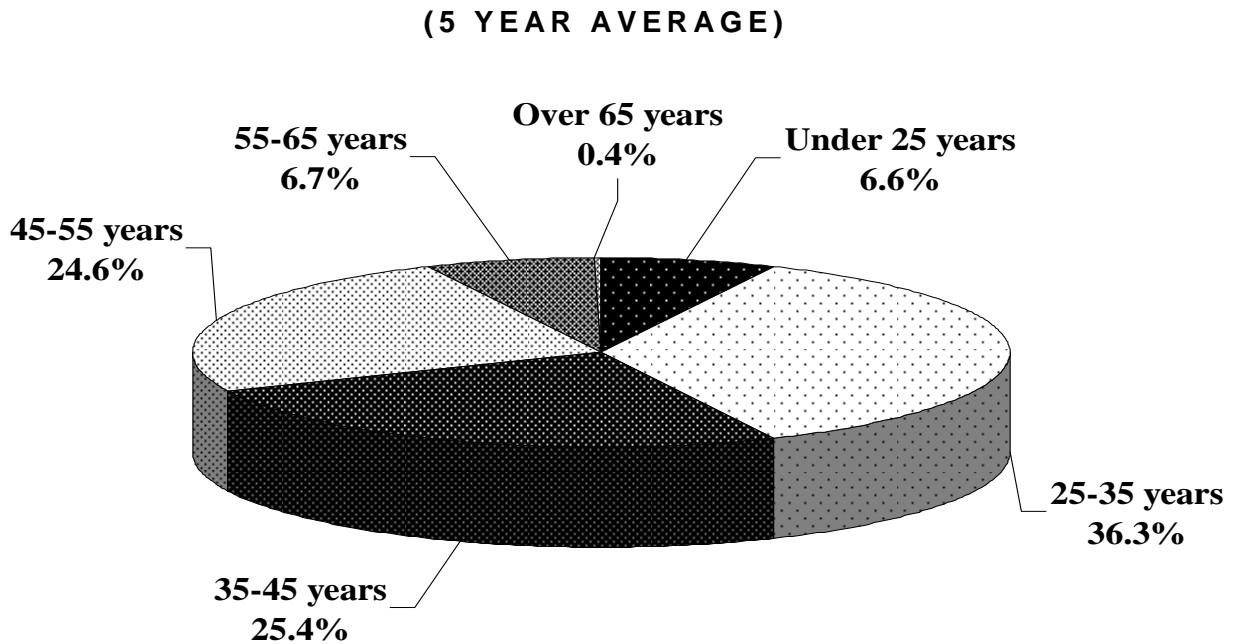
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

Voluntary Executive Branch Separations by Length of Service



Voluntary Executive Branch Separations by Age Group



NOTE: Voluntary Executive Branch separations include only individuals who have voluntarily left Executive Branch employment. Retirements and employees choosing the early out option are not included in voluntary separations. Also, percentages are rounded and may not sum to exactly 100%.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Separation Payouts by Department, Fiscal Year 2010

DEPARTMENT	Vacation Payout *	Sick Leave Payout
ADMINISTRATIVE SERVICES	\$21,768.81	\$89,255.90
AGRICULTURE	\$109,379.91	\$96,779.99
ALCOHOLIC BEVERAGES	\$40,085.62	\$16,316.07
AUDITOR	\$5,221.18	\$8,000.00
BANKING	\$12,425.55	\$4,000.00
BLIND	\$105.17	\$13,291.19
CIVIL RIGHTS	\$0.00	\$1,909.60
COLLEGE AID	\$2,015.19	\$6,281.84
CORRECTIONS	\$553,359.73	\$538,937.45
CREDIT UNION	\$0.00	\$0.00
CULTURAL AFFAIRS	\$44,776.88	\$14,000.00
ECONOMIC DEVELOPMENT	\$147,124.21	\$49,466.37
EDUCATION	\$126,936.91	\$151,690.90
ENERGY INDEPENDENCE	\$4,221.51	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	\$4,133.58
FINANCE AUTHORITY	\$292.26	\$12,000.00
GOVERNOR'S OFFICE	\$24,104.91	\$0.00
HUMAN RIGHTS	\$1,868.19	\$14,000.00
HUMAN SERVICES	\$1,166,562.18	\$1,316,376.76
INSPECTIONS AND APPEALS	\$130,261.43	\$125,343.88
INSURANCE	\$2,475.48	\$16,000.00
IOWA COMMUNICATIONS NTWK	\$41,092.61	\$14,677.38
IOWA DEPT OF AGING	\$8,119.12	\$12,000.00
IOWA PUBLIC TELEVISION	\$32,853.66	\$14,000.00
IPERS	\$7,484.44	\$4,000.00
JUSTICE	\$118,662.87	\$45,510.55
LAW ENFORCEMENT ACADEMY	\$37,002.34	\$13,771.51
LOTTERY	\$34,862.30	\$40,730.53
MANAGEMENT	\$34,004.54	\$6,000.00
NATURAL RESOURCES	\$296,081.33	\$135,131.40
PAROLE	\$8,205.51	\$4,000.00
PUBLIC DEFENSE	\$114,742.56	\$56,360.14
PUBLIC EMPLOYMENT RELATIONS	\$339.16	\$6,000.00
PUBLIC HEALTH	\$124,392.80	\$68,617.80
PUBLIC SAFETY	\$289,265.53	\$62,093.67
REBUILD IOWA	\$0.00	\$0.00
REVENUE	\$83,241.96	\$134,299.25
SECRETARY OF STATE	\$31,632.02	\$8,000.00
TRANSPORTATION	\$581,585.04	\$792,043.94
TREASURER	\$336.70	\$2,000.00
UTILITIES	\$41,647.13	\$14,000.00
VETERANS AFFAIRS	\$9,158.27	\$2,000.00
VETERANS HOME	\$86,655.52	\$142,959.45
WORKFORCE DEVELOPMENT	\$185,408.57	\$226,962.87
GRAND TOTALS	\$4,559,759.10	\$4,282,942.02

* Vacation Payout includes Terminal Leave Payout.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

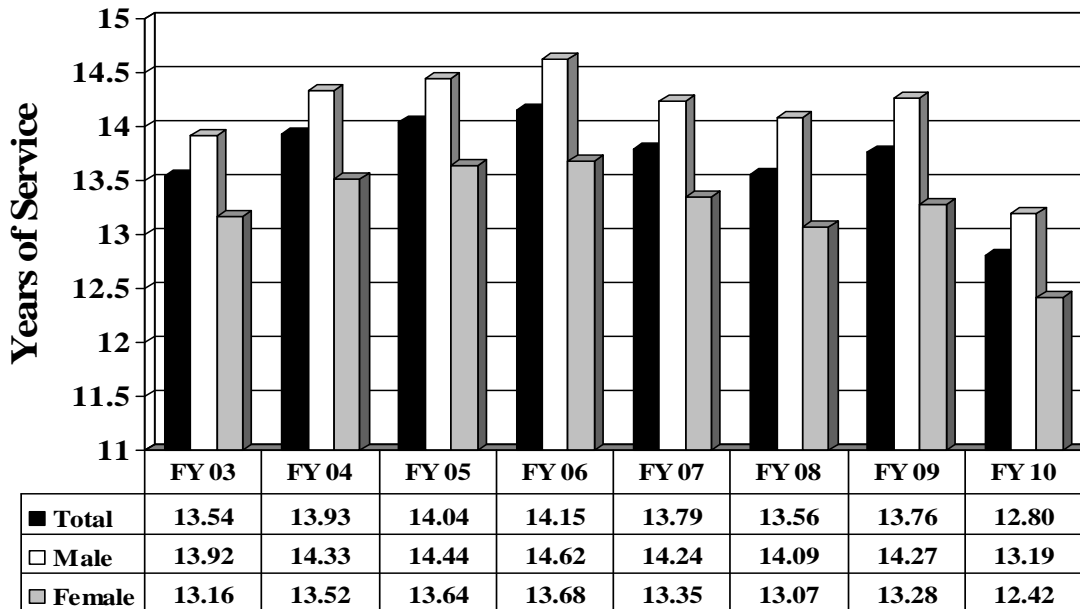
Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

Age and Years of Service

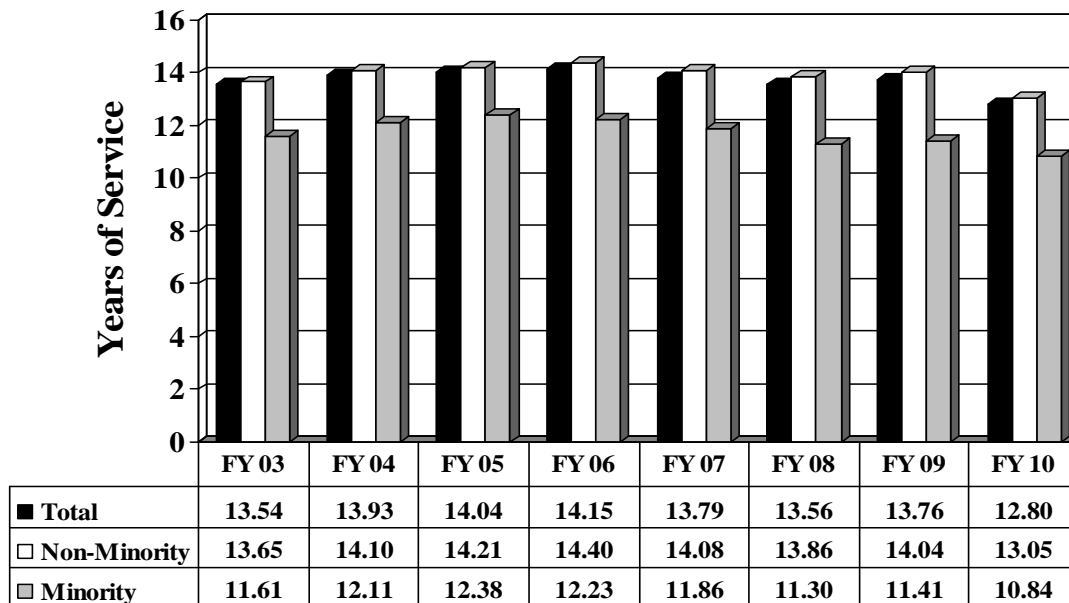
In this section, the reader will find average age and length of service data for Executive Branch employees, not including Fair Authority, Community-Based Corrections or Regents. The following are points of summary for this section as of Fiscal Year-end 2010:

- The average age of the 18,444 full-time employees working in the Executive Branch was 45.79 years and the average time worked for the State was 12.80 years.
- On average, males were 45.88 years old and had worked for the State for 13.29 years.
- On average females were 45.69 years old and had worked for the State for 12.42 years.
- Racial/ethnic minorities were, on average, 44.35 years old and had worked for the State for 10.84 years.
- Non-minorities were, on average, 45.90 years old and had worked for the State for 13.05 years.
- Over 51.2% of the total workforce was over 45 years of age.
- Over 72.0% of supervisors were over 45 years of age.
- Of the 44 agencies reported on, 29, or 65.91% had an average age 45 or older and only two departments' average age was below 40.

Average Length of Service by Gender



Average Length of Service by Minority Status



NOTE: Minority status based on self-report during orientation process for new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Length of Service & Age by Department, Fiscal Year 2010

Department	Workforce	Ave LOS	Ave Age
ADMINISTRATIVE SERVICES	350	13.79	48.49
AGRICULTURE	323	14.89	49.33
ALCOHOLIC BEVERAGES	62	6.30	42.67
AUDITOR	102	9.91	36.98
BANKING	80	16.23	45.79
BLIND	85	14.76	50.55
CIVIL RIGHTS	26	14.60	49.36
COLLEGE AID	45	7.48	42.40
CORRECTIONS	2,742	11.87	44.92
CREDIT UNION	14	13.34	41.46
CULTURAL AFFAIRS	59	14.01	53.18
ECONOMIC DEVELOPMENT*	115	11.84	47.72
EDUCATION	563	11.72	48.47
ENERGY INDEPENDENCE	23	5.85	42.41
ETHICS/CAMPAIGN DISCLOSURE	3	8.92	43.15
FINANCE AUTHORITY	82	9.32	45.92
GOVERNOR'S OFFICE	44	7.47	41.92
HUMAN RIGHTS	48	12.38	48.66
HUMAN SERVICES	5,021	12.49	44.83
INSPECTIONS AND APPEALS	478	12.01	48.21
INSURANCE	88	13.54	50.11
IOWA COMMUNICATIONS NTKW	77	11.76	46.56
IOWA DEPT OF AGING	31	9.17	49.17
IOWA PUBLIC TELEVISION	100	15.17	48.32
IPERS	78	13.80	47.03
JUSTICE	225	12.88	47.11
LAW ENFORCEMENT ACADEMY	20	12.21	52.61
LOTTERY	86	13.49	49.50
MANAGEMENT	22	17.63	49.87
NATURAL RESOURCES	896	13.56	44.12
PAROLE	8	14.90	46.26
PUBLIC DEFENSE	384	9.13	45.94
PUBLIC EMPLOYMENT RELATIONS	7	11.89	52.40
PUBLIC HEALTH	416	11.01	46.87
PUBLIC SAFETY	943	13.56	41.60
REBUILD IOWA	12	2.45	43.94
REVENUE	299	16.11	48.22
SECRETARY OF STATE	30	12.48	43.26
TRANSPORTATION	2,747	15.38	47.02
TREASURER	25	7.72	39.85
UTILITIES	64	15.25	52.31
VETERAN'S AFFAIRS	13	4.16	54.02
VETERAN'S HOME	763	11.31	44.83
WORKFORCE DEVELOPMENT	845	11.58	48.32
GRAND TOTALS	18,444	12.80	45.79

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

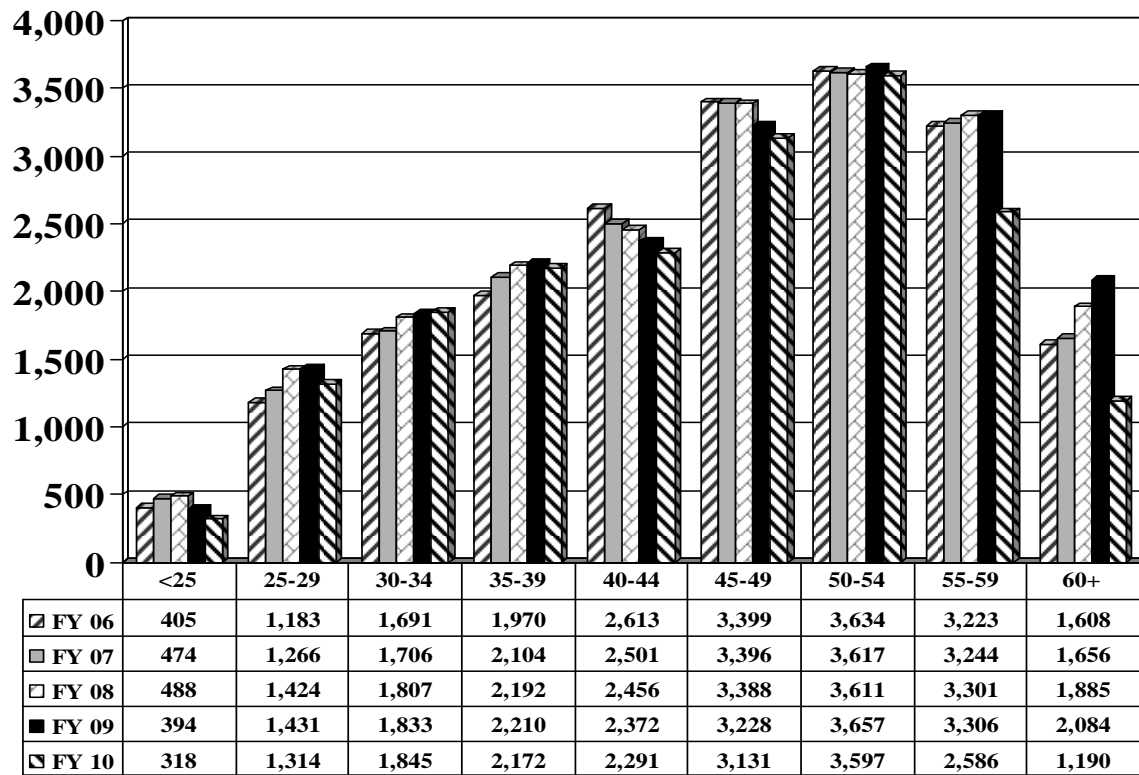
Age Groups by Department, Fiscal Year 2010

DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
ADMINISTRATIVE SERVICES	5	33	73	141	96	2
AGRICULTURE	0	33	62	133	87	8
ALCOHOLIC BEVERAGES	5	14	15	16	12	0
AUDITOR	12	46	13	22	9	0
BANKING	5	12	15	32	16	0
BLIND	0	10	17	19	36	3
CIVIL RIGHTS	0	5	4	7	10	0
COLLEGE AID	0	18	12	7	7	1
CORRECTIONS	45	472	765	1,031	410	19
CREDIT UNION	0	7	1	5	0	1
CULTURAL AFFAIRS	0	4	7	20	22	6
ECONOMIC DEVELOPMENT	0	20	24	43	23	5
EDUCATION	3	70	132	173	169	16
ENERGY INDEPENDENCE	0	8	3	9	3	0
ETHICS/CAMPAIGN DISCLOSURE	0	1	1	1	0	0
FINANCE AUTHORITY	2	15	19	26	19	1
GOVERNOR'S OFFICE	3	12	9	15	3	2
HUMAN RIGHTS	0	3	18	16	9	2
HUMAN SERVICES	115	978	1,196	1,848	848	36
INSPECTIONS AND APPEALS	0	48	120	179	123	8
INSURANCE	3	7	8	40	28	2
IOWA COMMUNICATIONS NTWK	0	6	32	22	16	1
IOWA DEPT OF AGING	0	5	0	14	11	1
IOWA PUBLIC TELEVISION	0	13	20	35	30	2
IPERS	0	7	26	27	17	1
JUSTICE	1	40	49	72	59	4
LAW ENFORCEMENT ACADEMY	0	1	2	8	8	1
LOTTERY	0	7	16	39	23	1
MANAGEMENT	0	0	6	11	5	0
NATURAL RESOURCES	4	225	238	260	163	6
PAROLE	0	2	1	2	3	0
PROFESSIONAL LICENSING	**	**	**	**	**	**
PUBLIC DEFENSE	8	76	80	130	84	6
PUBLIC EMPLOYMENT RELATIONS	0	0	2	2	3	0
PUBLIC HEALTH	2	78	96	119	115	6
PUBLIC SAFETY	28	228	335	262	87	3
REBUILD IOWA	1	4	1	2	4	0
REVENUE	3	44	47	120	80	5
SECRETARY OF STATE	0	10	7	6	6	1
TRANSPORTATION	30	332	633	1,218	512	22
TREASURER	4	6	7	5	3	0
UTILITIES	0	3	12	19	26	4
VETERANS AFFAIRS	0	0	3	4	5	1
VETERANS HOME	31	139	159	299	132	3
WORKFORCE DEVELOPMENT	8	117	173	273	247	27
GRAND TOTALS	318	3,159	4,459	6,732	3,569	207
PERCENTAGES	1.6%	15.4%	21.7%	32.8%	17.4%	1.0%

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

Executive Branch Full-Time Employee Age Groups, Fiscal Year 2006 through Fiscal Year 2010



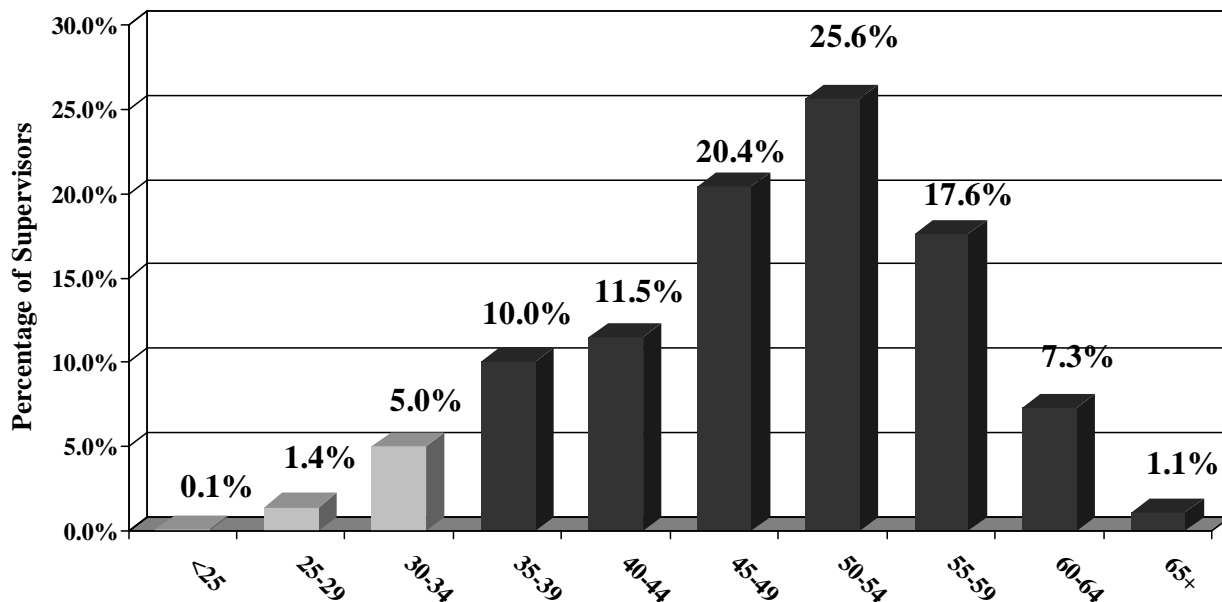
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Supervisors by Age Groups

Age Grp	FY 03		FY 04		FY 05		FY 06		FY 07		FY 08		FY 09		FY 10	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<25	1	0.1%	2	0.1%	0	0.0%	4	0.2%	1	0.1%	0	0.0%	0	0.0%	1	0.1%
25-29	19	1.0%	15	0.8%	20	1.1%	25	1.3%	26	1.4%	27	1.4%	28	1.4%	24	1.4%
30-34	61	3.4%	59	3.2%	67	3.7%	79	4.2%	88	4.6%	106	5.4%	84	4.3%	84	5.0%
35-39	131	7.2%	125	6.8%	114	6.3%	118	6.2%	138	7.3%	154	7.9%	172	8.8%	168	10.0%
40-44	277	15.3%	260	14.2%	254	14.0%	236	12.5%	247	13.0%	228	11.6%	231	11.8%	193	11.5%
45-49	377	20.8%	372	20.3%	368	20.3%	375	19.8%	363	19.1%	373	19.0%	350	17.9%	343	20.4%
50-54	527	29.0%	515	28.1%	487	26.9%	478	25.3%	466	24.6%	459	23.4%	457	23.3%	430	25.6%
55-59	315	17.3%	362	19.8%	381	21.0%	427	22.6%	410	21.6%	423	21.6%	431	22.0%	295	17.6%
60-64	88	4.8%	106	5.8%	105	5.8%	123	6.5%	132	7.0%	165	8.4%	175	8.9%	122	7.3%
65+	12	0.7%	15	0.8%	16	0.9%	26	1.4%	26	1.4%	25	1.3%	30	1.5%	19	1.1%
Totals	1,808	100%	1,831	100.0%	1,812	100.0%	1,891	100.0%	1,897	100.0%	1,960	100.0%	1,958	100.0%	1,679	100.0%

Supervisors by Age Groups, Fiscal Year 2010

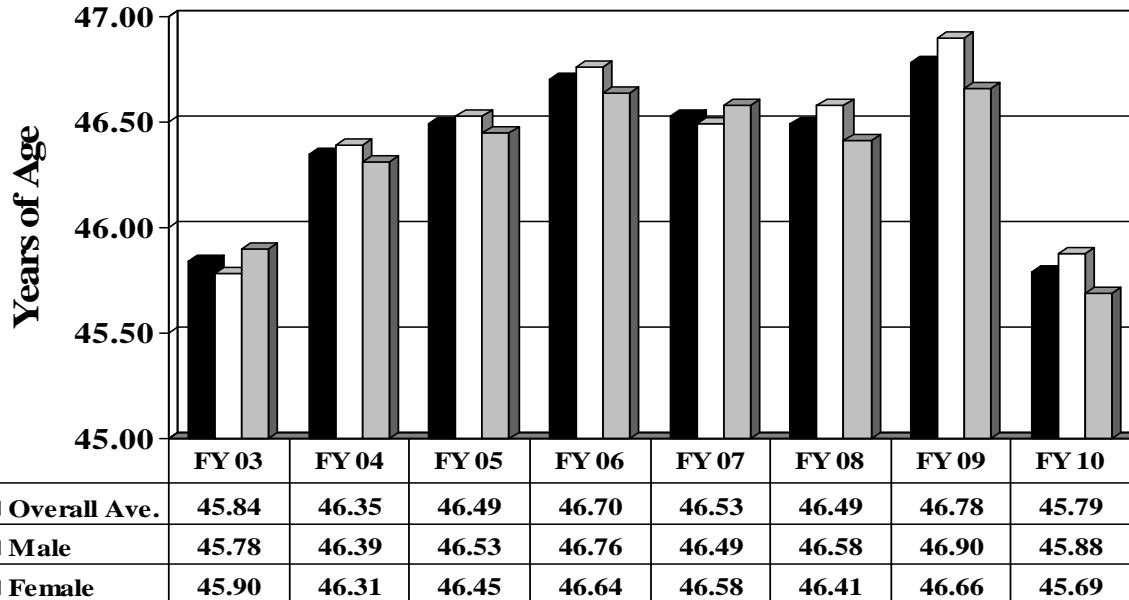


NOTE: Supervisors determined by identifying those designated as "Supervisory" under Bargaining Status in HRIS. Also, percentages are rounded and may not sum to exactly 100%.

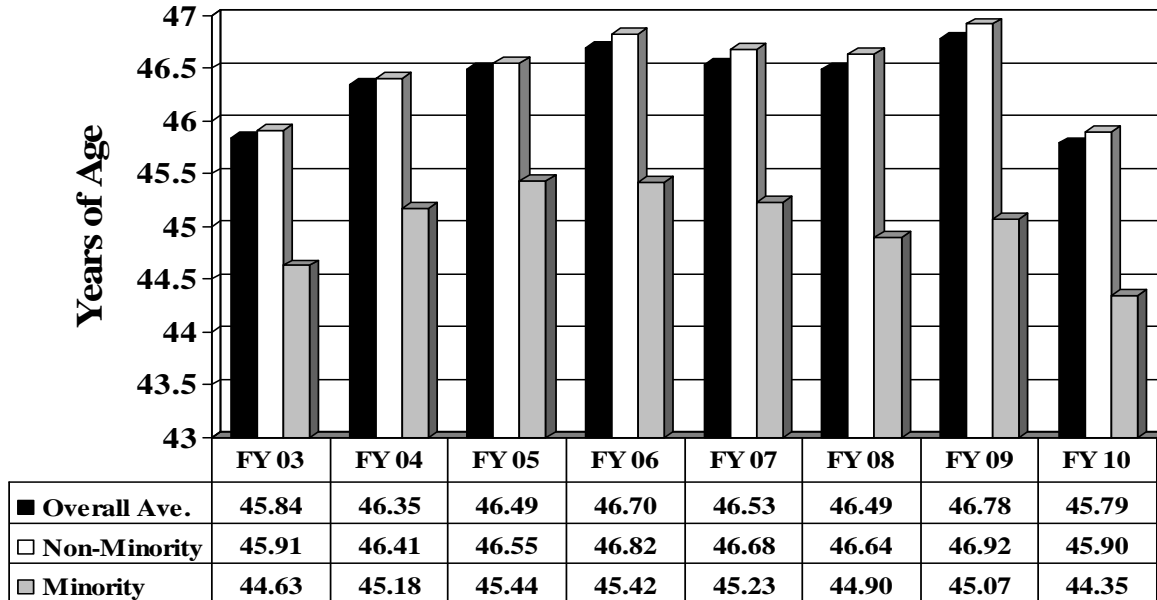
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Age by Gender



Average Age by Minority Status

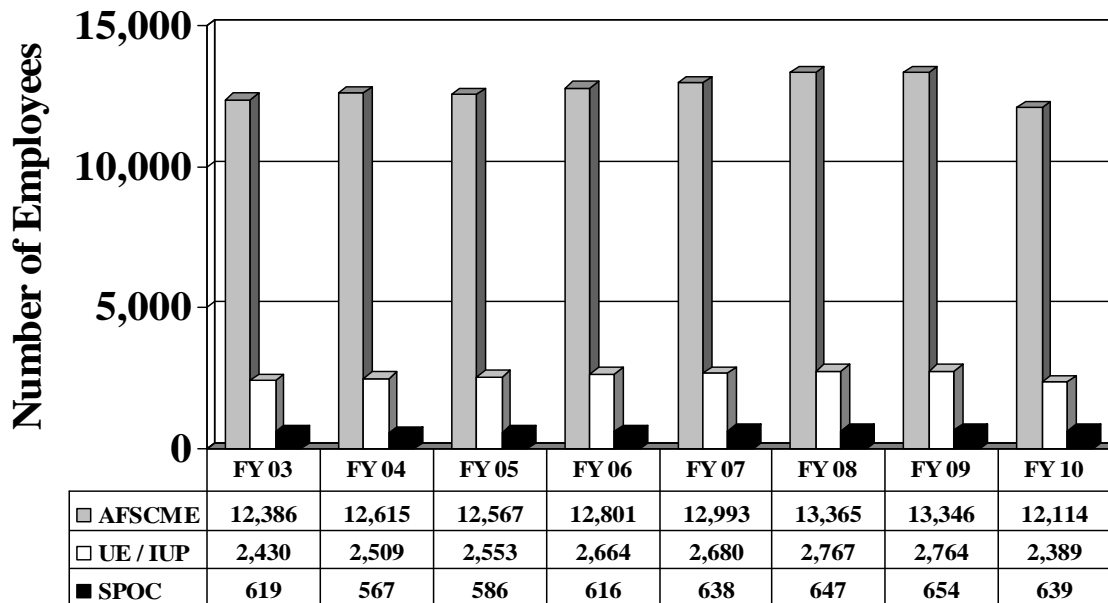


NOTE: Minority status based on self-report during orientation of new employees. Reporting not required.

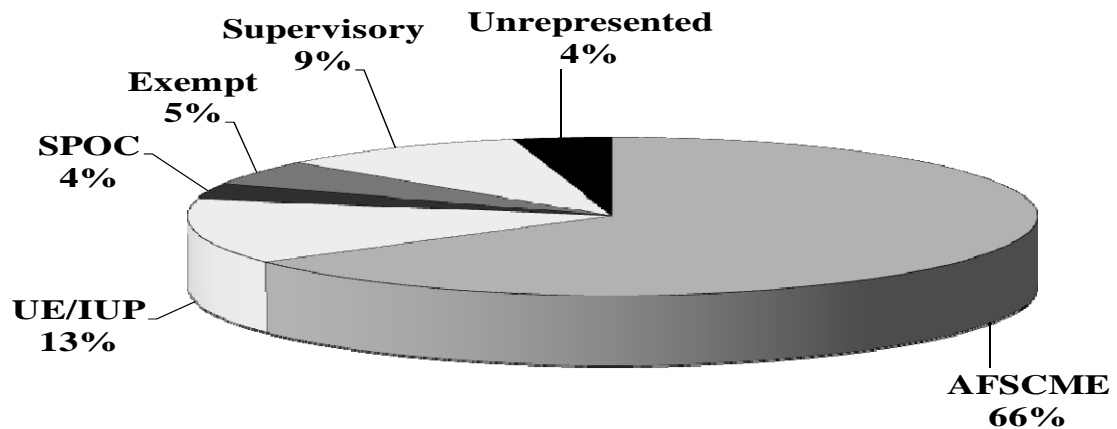
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Bargaining Unit Coverage



Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2010



AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining and, therefore, not covered by a collective bargaining agreement.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Data Warehouse Query: PPeterson

Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2010

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
AFSCME	331	3,584	1,212	2,018
IUP	0	1,629	760	0
SPOC	0	0	0	639
EXEMPT	126	551	48	2
SUPERVISORY	940	307	69	204
UNREPRESENTED	0	734	7	0
TOTALS	1,397	6,805	2,096	2,863
Bargaining Coverage	Category 5 Protective Service: Non- Sworn	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	0	1,653	1,460	1,856
IUP	0	0	0	0
SPOC	0	0	0	0
EXEMPT	0	139	0	9
SUPERVISORY	0	1	71	87
UNREPRESENTED	0	0	0	0
TOTALS	0	1,793	1,531	1,952

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units. Executive branch, full-time employees only.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories. By definition, elected officials are not included in EEO-4 Category groupings.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Collective Bargaining Coverage by Gender

Bargaining Coverage	FY 03		FY 04		FY 05		FY 06	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	5,987	6,399	6,119	6,496	6,129	6,438	6,300	6,501
IUP	1,641	789	1,714	795	1,763	790	1,864	800
SPOC	40	579	38	529	38	548	38	578
EXEMPT	671	351	631	319	624	339	624	379
SUPERVISORY	736	1,072	748	1,083	740	1,072	796	1,095
UNREPRESENTED	272	440	276	450	282	439	297	454
SUBTOTALS	9,347	9,630	9,526	9,672	9,576	9,626	9,919	9,807
GRAND TOTALS	18,977		19,198		19,202		19,726	
Bargaining Coverage	FY 07		FY 08		FY 09		FY 10	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,418	6,575	6,636	6,729	6,642	6,704	5,951	6,163
IUP	1,906	774	1,994	773	2,004	760	1,742	647
SPOC	40	598	45	602	49	605	47	592
EXEMPT	638	365	676	384	656	351	574	308
SUPERVISORY	811	1,086	846	1,114	860	1,098	722	957
UNREPRESENTED	311	442	318	435	331	455	316	425
SUBTOTALS	10,124	9,840	10,515	10,037	10,542	9,973	9,352	9,092
GRAND TOTALS	19,964		20,552		20,515		18,444	

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Collective Bargaining Coverage by Minority Status

Bargaining Coverage	FY 03			FY 04			FY 05			FY 06		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
AFSCME	11,578	668	140	11,814	666	135	11,773	653	141	11,884	681	236
IUP	2,287	125	18	2,360	129	20	2,390	141	22	2,488	156	20
SPOC	596	22	1	546	20	1	566	19	1	595	20	1
EXEMPT	966	39	17	896	35	19	909	35	19	949	39	15
SUPERVISORY	1,738	59	11	1,762	56	13	1,742	55	15	1,811	66	14
UNREPRESENTED	626	65	21	633	70	23	636	65	20	662	67	22
SUBTOTALS	17,791	978	208	18,011	976	211	18,016	968	218	18,389	1,029	308
GRAND TOTALS	18,977			19,198			19,202			19,726		
Bargaining Coverage	FY 07			FY 08			FY 09			FY 10		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
AFSCME	11,979	716	298	12,289	792	284	12,273	799	274	11,082	772	260
IUP	2,494	164	22	2,561	176	30	2,545	188	31	2,199	163	27
SPOC	615	22	1	624	22	1	632	22	0	620	19	0
EXEMPT	950	41	12	995	49	16	949	44	14	828	41	13
SUPERVISORY	1,804	73	20	1,860	78	22	1,850	81	27	1,580	74	25
UNREPRESENTED	664	68	21	670	63	20	704	61	21	660	63	18
SUBTOTALS	18,506	1,084	374	18,999	1,180	373	18,953	1,195	367	16,969	1,132	343
GRAND TOTALS	19,964			20,552			20,515			18,444		

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

NOTE: Minority Status based on self-report during orientation of new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Annual Base Salary by Collective Bargaining Coverage

Bargaining Coverage	FY 03		FY 04		FY 05		FY 06	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,386	\$38,622	12,615	\$40,734	12,567	\$42,730	12,801	\$43,709
IUP	2,430	\$41,297	2,509	\$42,263	2,553	\$44,591	2,664	\$45,918
SPOC	619	\$48,396	567	\$49,698	586	\$50,331	616	\$50,559
EXEMPT	1,022	\$52,819	950	\$55,743	963	\$56,977	1,003	\$57,749
SUPERVISORY	1,808	\$65,000	1,831	\$67,771	1,812	\$70,373	1,891	\$71,769
UNREPRESENTED	712	\$62,999	726	\$66,183	721	\$68,663	751	\$69,457
GRAND TOTALS	18,977	\$43,476	19,198	\$45,482	19,202	\$47,506	19,726	\$48,605
Bargaining Coverage	FY 07		FY 08		FY 09		FY 10	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,993	\$44,532	13,365	\$46,027	13,346	\$47,840	12,114	\$48,113
IUP	2,680	\$48,126	2,767	\$49,518	2,764	\$52,025	2,389	\$52,541
SPOC	638	\$51,461	647	\$53,430	654	\$55,335	639	\$56,177
EXEMPT	1,003	\$59,951	1,060	\$62,104	1,007	\$66,299	882	\$66,657
SUPERVISORY	1,897	\$73,517	1,960	\$76,269	1,958	\$79,028	1,679	\$79,925
UNREPRESENTED	753	\$70,971	753	\$73,250	786	\$76,386	741	\$76,952
GRAND TOTALS	19,964	\$49,762	20,552	\$51,441	20,515	\$53,619	18,444	\$53,907

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 03			FY 04			FY 05			FY 06		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	122	252	363	139	182	298	173	180	342	169	196	335
IUP	40	28	67	23	26	55	25	27	74	29	21	78
SPOC	9	3	16	18	5	13	12	1	3	10	1	5
EXEMPT	4	12	38	7	5	39	10	13	68	12	5	60
SUPERVISORY	22	16	30	30	13	19	35	15	28	25	9	29
UNREPRESENTED	5	5	17	10	4	21	14	4	23	11	3	14
TOTALS	202	316	531	227	235	445	269	240	538	256	235	521

Bargaining Coverage	FY 07			FY 08			FY 09			FY 10		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	245	186	356	188	248	403	190	181	315	1,096	196	308
IUP	19	23	85	25	31	80	26	21	57	209	40	58
SPOC	12	1	2	7	2	5	9	3	4	12	0	3
EXEMPT	13	6	66	238	1	46	246	7	29	809	21	36
SUPERVISORY	54	8	40	19	11	26	44	16	30	175	16	31
UNREPRESENTED	11	2	27	11	7	35	6	5	21	54	10	15
TOTALS	354	226	576	488	300	595	521	233	456	2,355	283	451

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

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Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2010

Bargaining Coverage	Number of Staff	Avg. LOS	Avg Age
AFSCME			
Clerical	1,442	12.16	47.65
Technical	3,538	12.57	44.97
Blue Collar	2,026	12.50	47.60
Fiscal & Staff	2,277	13.34	47.01
Fiscal & Staff (Field Status)	268	11.91	49.69
Security	1,963	11.13	43.15
Patient Care	600	10.65	46.12
Totals	12,114	12.31	45.98
UE/IUP			
Social Services	1,278	11.71	43.31
Science	440	13.24	45.09
Social Services-IMW	671	12.41	43.43
Totals	2,389	12.19	43.67
SPOC			
Public Safety	639	12.78	38.22
NONCONTRACT			
Exempt	882	13.19	46.00
Supervisory	1,679	17.63	49.32
Unrepresented	741	11.47	47.71
Totals	3,302	15.06	48.07
GRAND TOTAL	18,444	12.80	45.79

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Departments

Administrative Services (005)

Agriculture -

Agriculture & Land Stewardship (009)
Agricultural Development (014)

Auditor (126)

Blind (131)

Civil Rights (167)

College Aid (284)

Commerce - Alcoholic Beverages (212)

Commerce - Banking

Banking (213)
Professional Licensing (217)

Commerce - Credit Union (214)

Commerce - Insurance (216)

Commerce - Utilities (219)

Corrections -

Central Office (238)
Training Academy (239)
Fort Madison (242)
Anamosa (243)
Oakdale (244)
Newton (245)
Mount Pleasant (246)
Rockwell City (247)
Clarinda (248)
Mitchellville (249)
Prison Industries (250)
Farm (251)
Fort Dodge (252)

Cultural Affairs (259)

Economic Development (269)

Finance Authority (270)

Education -

Education (282)
Vocational Rehabilitation (283)

Energy Independence (301)

Ethics & Campaign Disclosure (167)

Governor's Office -

Governor's Office (350)
Office of Drug Control Policy (642)

Human Rights (379)

Human Services -

Central Office (401)
Community Services (402)

Iowa Juvenile Home (404) -Toledo
State Training School (405) -Eldora
Mental Health Services (406) – CCUSO, Cherokee
Mental Health Institution (407) –Cherokee
Mental Health Institution (408) -Clarinda
Mental Health Institution (409) -Independence
Mental Health Institution (410) -Mt. Pleasant
Resource Center (411) -Glenwood
Resource Center (412) -Woodward
Central Office (413)

Inspections & Appeals -

Central Office (427)
Appellate Defender (428)
Racing and Gaming (429)

Iowa Communications Network (336)

Iowa Department of Aging (297)

Iowa Public Television (285)

Justice -

Attorney General's Office (112)
Consumer Advocate (114)

Law Enforcement Academy (467)

Management (532)

Natural Resources (542)

Parole (547)

IPERS (553)

Public Defense -

Public Defense (582)
Emergency Management (583)

Public Employment Relations (572)

Public Health (588)

Public Safety (595)

Rebuild Iowa (601)

Revenue (625)

Lottery (627)

Secretary of State (635)

Transportation (645)

Treasurer (655)

Veteran's Affairs (670)

Veteran's Home (671)

Workforce Development (309)

NOTE: Numbers listed adjacent to agency listings correspond to codes used in the budgeting and human resource system to identify distinct departmental and sub-departmental units.