

Department of DOC-ISP (242) Facts – FY '07

http://www.doc.state.ia.us/



General Information

Address: 31 Avenue G, Box 316
Fort Madison, IA 52627

Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 520	# PT EEs: 4	# Temporary EEs: 1	Average Length of Service: 14.72
---------------	-------------	--------------------	----------------------------------

Span of Control: 13.25	% Performance Evaluations Completed: 99.6%	Total Unemployment Insurance Claims: N/A
------------------------	--	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	5	45-54	191	<25	0	45-54	18	# of Females:	114	# of Males:	406
25-34	73	55-64	95	25-34	1	55-64	9	% of WF:	21.92%	% of WF:	78.08%
35-44	154	65+	2	35-44	13	65+	0	Average Age:	46.12	Average Age:	45.73
Employee Average Age: 45.82				Supervisor Average Age: 48.89				Average Length of Service: 11.12		Average Length of Service: 15.73	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	39	# of African-American:	11	# of Non-minorities:	481
% of Workforce:	7.50%	# of Asian:	3	% of Workforce:	92.50%
Average Age:	43.78	# of American Indian:	0	Average Age:	45.98
Average Length of Service:	15.52	# of Hispanic or Latino:	25	Average Length of Service:	14.65

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	21	# of Persons With Non-Disabilities:	351
% of Workforce:	4.04%	% of Workforce:	67.50%
Average Age:	51.42	Average Age:	45.14
Average Length of Service:	20.74	Average Length of Service:	12.91

Officials/Administrators EEO Category 1: 28	Professionals EEO Category 2: 70	Technicians EEO Category 3: 6	Protective Service: Sworn EEO Category 4: 373
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 23	Skilled Craft EEO Category 7: 20	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 24	Transfer In: N/A
Retirements: 8	All Terminations: 8	Voluntary Quits: 10	Transfer Out: N/A

# of Classes Used: 58	Most Populous Classes: Correctional Officer (325), Sr Correctional Officer (22), Correctional Counselor (18)
Separations - By Class:	Correctional Officer (14), Correctional Food Serv Coord (3), Correctional Counselor (2), Registered Nurse (2)
# Eligible for Retirement:	74 in next 5 years % Eligible: 14.23%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts: \$123,853.67	Sick Leave Payouts: \$24,229.52	Annual Payroll: \$26,929,351.90	Avg. Base Salary: \$47,971.00	Overtime Days Worked: 3,257.6
Overtime Cost: \$874,147.67	Reassignment Pay: \$0	Recruitment Bonus Pay: \$408.80	Retention Pay: \$14,528.64	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$6,010,119.80	Vacation Pay - Earned Value: \$2,048,071.09	Vacation Days Earned: 10,898.3	Vacation Used Expense: \$1,957,784.47	Vacation Days Taken: 10,438.7
Workers' Comp Days Used: 860	Sick Leave Days Earned: 8,403.5 Sick Leave -Earned Value: \$1,490,485.32	Reg. Sick Leave Used Expense: \$1,042,192.77	Reg. Sick Leave Days Used: 5,469.0 Avg. Sick Leave Days Per EE: 10.56	Converted Sick Leave To Vacation Days Used: 504.0 Converted Sick Leave To Vacation Used Expense: \$97,992.34
Injury Leave Used Expense: \$13,036.42	Injury Leave Days Used: 70.5	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 15 Up (Vacant): 0 Down (Filled): 5 Down (Vacant): 0 Lateral (Filled): 6 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$38,480.00	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$67,455.65	Funeral Days Used: 379.3	Extraordinary Pay: \$25,664.92		
Jury Leave Used Expense: \$2,119.40	Jury Leave Days Used: 11.4	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	Minorities: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	PWD: Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A
---	--	---