

Department of Natural Resources Facts – FY '07

http://www.iowadnr.com/



General Information

Address: Wallace Building
502 Ninth Street
Des Moines, IA 50319-0034

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

# FT EEs: 945	# PT EEs: 6	# Temporary EEs: 400	Average Length of Service: 14.24
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Span of Control: 12.80	% Performance Evaluations Completed: 84.0%	Total Unemployment Insurance Claims: 57
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	15	45-54	285	<25	0	45-54	37	# of Females:	266	# of Males:	679
25-34	210	55-64	194	25-34	6	55-64	22	% of WF:	28.15%	% of WF:	71.85%
35-44	236	65+	5	35-44	17	65+	0	Average Age:	43.05	Average Age:	45.13
Employee Average Age:	44.53	Supervisor Average Age:	49.69	Average Length of Service:	11.08	Average Length of Service:	15.50				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	51	# of African-American:	11	# of Non-minorities:	893
% of Workforce:	5.40%	# of Asian:	21	% of Workforce:	94.50%
Average Age:	44.76	# of American Indian:	11	Average Age:	44.54
Average Length of Service:	11.89	# of Hispanic or Latino:	8	Average Length of Service:	14.40

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	42	# of Persons With Non-Disabilities:	835
% of Workforce:	4.44%	% of Workforce:	88.36%
Average Age:	51.18	Average Age:	44.04
Average Length of Service:	20.92	Average Length of Service:	13.82

Officials/Administrators EEO Category 1: 125	Professionals EEO Category 2: 497	Technicians EEO Category 3: 146	Protective Service: Sworn EEO Category 4: 124
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 47	Skilled Craft EEO Category 7: 4	Service/Maintenance EEO Category 8: 2

Separation Rate: 4.13%	Hire Rate: 8.48%	Number Hires: 70	Transfer In: 8
Retirements: 11	All Terminations: 4	Voluntary Quits: 16	Transfer Out: 7

# of Classes Used: 85	Most Populous Classes: Environmental Specialist (104), Conservation Officer (86), Natural Resources Technician 2 (83)		
Separations - By Class:	Environmental Specialist (6), Conservation Officer (3), Environmental Engineer (3)		
# Eligible for Retirement:	186 in the next 5 years	% Eligible:	19.68%

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

Vacation Payouts: \$491,542.97	Sick Leave Payouts: \$67,957.04	Annual Payroll: \$55,861,677.50	Avg. Base Salary: \$54,766.13	Overtime Days Worked: 265.2
Overtime Cost: \$61,363.75	Reassignment Pay: \$2,657.60	Recruitment Bonus Pay: \$3,369.60	Retention Pay: \$5,152.00	Exceptional Job Performance Pay: \$5,000.00
Workers' Comp Payouts: \$3,028,540.30	Vacation Pay - Earned Value: \$4,074,394.85	Vacation Days Earned: 18,906.3	Vacation Used Expense: \$3,722,677.89	Vacation Days Taken: 17,157.1
Workers' Comp Days Used: 1,142	Sick Leave Days Earned: 13,744.1	Reg. Sick Leave Used Expense: \$933,195.98	Reg. Sick Leave Days Used: 4,621.4	Converted Sick Leave To Vacation Days Used: 2,229.1
	Sick Leave -Earned Value: \$2,772,516.50		Avg. Sick Leave Days Per EE: 4.89	Converted Sick Leave To Vacation Used Expense: \$505,979.94
Injury Leave Used Expense: \$172.54	Injury Leave Days Used: 1.1	Classification Appeals: N/A	Reclassifications Up (Filled): 23 Up (Vacant): 1 Down (Filled): 14 Down (Vacant): 2 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$(40,281.18)	Grievances Contract Grievances: 4 Disciplinary: 3 Language: 1 Non-Contract Grievances: 1 Disciplinary: 0 Language: 1 Arbitrations: 2
Funeral Leave Used Expense: \$32,488.37	Funeral Days Used: 149.8	Extraordinary Pay: \$8,993.04		
Jury Leave Used Expense: \$10,472.77	Jury Leave Days Used: 44.4	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: 148 Current Year (FY '08) Goal: 13	Minorities: Current Year (FY '08) RUU: 23 Current Year (FY '08) Goal: 5	PWD: Year (FY '08) RUU: 56 Current Year (FY '08) Goal: 8
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