

# Parole Board Facts – FY '07

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



## General Information

**Address:** 510 East 12<sup>th</sup> Street  
Suite 3  
Des Moines, IA 50319

## Workforce Data

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

# FT EEs: 11	# PT EEs: 4	# Temporary EEs: 4	Average Length of Service: 11.14
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Span of Control: N/A	% Performance Evaluations Completed: 55.6%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	4	<25	0	45-54	2	# of Females:	8	# of Males:	3
25-34	2	55-64	2	25-34	0	55-64	1	% of WF:	72.73%	% of WF:	27.27%
35-44	2	65+	0	35-44	0	65+	0	Average Age:	43.64	Average Age:	44.95
Employee Average Age: 44.00				Supervisor Average Age: 54.41				Average Length of Service: 9.45		Average Length of Service: 15.64	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	3	# of Non-minorities:	8
% of Workforce:	27.27%	# of Asian:	0	% of Workforce:	72.73%
Average Age:	51.48	# of American Indian:	0	Average Age:	41.20
Average Length of Service:	12.68	# of Hispanic or Latino:	0	Average Length of Service:	10.56

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1	# of Persons With Non-Disabilities:	9
% of Workforce:	9.09%	% of Workforce:	81.82%
Average Age:	54.65	Average Age:	43.14
Average Length of Service:	12.64	Average Length of Service:	11.73

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

Separation Rate: 9.52%	Hire Rate: 38.10%	Number Hires: 4	Transfer In: 0
Retirements: 0	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 10	Most Populous Classes: Parole Board Liaison Officer (2), 9 classes with 1 incumbent each
Separations - By Class:	Administrative Assistant 1 (1)
# Eligible for Retirement:	0 % Eligible: 0%

## Leave and Benefits

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

Vacation Payouts: \$15,209.03	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$793,991.80	Avg. Base Salary: \$54,278	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$330.50	Vacation Pay - Earned Value: \$49,741.47	Vacation Days Earned: 224.5	Vacation Used Expense: \$45,446.68	Vacation Days Taken: 199.8
Workers' Comp Days Used: 3	Sick Leave Days Earned: 192.0  Sick Leave -Earned Value: \$37,894.52	Reg. Sick Leave Used Expense: \$24,431.73	Reg. Sick Leave Days Used: 117.6  Avg. Sick Leave Days Per EE: 10.69	Converted Sick Leave To Vacation Days Used: 19.0  Converted Sick Leave To Vacation Used Expense: \$5,335.28
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$12,313.60	<u>Grievances</u> Contract Grievances: 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$0	Funeral Days Used: 0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

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

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

<b>Females:</b> Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A	<b>Minorities:</b> Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A	<b>PWD:</b> Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A
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Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 21, 2008