

# State of Iowa Facts – FY '08

http://www.iowa.gov/state/main/index.html



## General Information

Address:

## Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 20,552	# PT EEs: 329	# Temporary EEs: 1,259	Average Length of Service: 13.56
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Span of Control: 11.00	% Performance Evaluations Completed: 87%	Total Unemployment Insurance Claims: 427
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	489	45-54	6,998	<25	0	45-54	832	# of Females:	10,515	# of Males:	10,037
25-34	3,230	55-64	4,853	25-34	133	55-64	588	% of WF:	51.16%	% of WF:	48.84%
35-44	4,650	65+	332	35-44	382	65+	25	Average Age:	46.41	Average Age:	46.58
Employee Average Age:	46.49	Supervisor Average Age:	49.92	Average Length of Service:	13.06	Average Length of Service:	14.08				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1,180	# of African-American:	465	# of Non-minorities:	18,999
% of Workforce:	5.74%	# of Asian:	267	% of Workforce:	92.44%
Average Age:	44.90	# of American Indian:	130	Average Age:	46.64
Average Length of Service:	11.29	# of Hispanic or Latino:	318	Average Length of Service:	13.85

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1,136	# of Persons With Non-Disabilities:	17,186
% of Workforce:	5.53%	% of Workforce:	83.62%
Average Age:	52.50	Average Age:	45.91
Average Length of Service:	18.63	Average Length of Service:	12.96

Officials/Administrators EEO Category 1: 1,830	Professionals EEO Category 2: 7,191	Technicians EEO Category 3: 2,387	Protective Service: Sworn EEO Category 4: 3,203
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2,235	Skilled Craft EEO Category 7: 1,728	Service/Maintenance EEO Category 8: 1,971

Separation Rate: 7.98%	Hire Rate: 10.54%	Number Hires: 1,911	Transfer In: 154
Retirements: 488	All Terminations: 300	Voluntary Quits: 595	Transfer Out: 179

# of Classes Used: 782	Most Populous Classes: Correctional Officer (1,645), Residential Treatment Wkr (1,329), Highway Technician Associate (719)
Separations - By Class:	Residential Treatment Wkr (168), Correctional Officer (108), Income Maintenance Worker 2 (58)
# Eligible for Retirement:	4,806 in the next 5 years      % Eligible: 23.38%

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$5,279,230.46	Sick Leave Payouts: \$889,231.50	Annual Payroll: \$1,109,479,061.66	Avg. Base Salary: \$51,432	Overtime Days Worked: 117,238.6
Overtime Cost: \$29,058,001.89	Reassignment Pay: \$7,435.20	Recruitment Bonus Pay: \$43,670.40	Retention Pay: \$314,449.84	Exceptional Job Performance Pay: \$95,100.00
Workers' Comp Payouts: \$826,430.40	Vacation Pay - Earned Value: \$83,643,278.60	Vacation Days Earned: 435,207.2	Vacation Used Expense: \$77,321,727.71	Vacation Days Taken: 401,364.7
Workers' Comp Days Used: 11,487	Sick Leave Days Earned: 333,221.8	Reg. Sick Leave Used Expense: \$31,997,360.59	Reg. Sick Leave Days Used: 172,323.4	Converted Sick Leave To Vacation Days Used: 28,809.2
	Sick Leave -Earned Value: \$60,225,305.69		Avg. Sick Leave Days Per EE: 8.38	Converted Sick Leave To Vacation Used Expense: \$5,707,251.01
Injury Leave Used Expense: \$215,994.75	Injury Leave Days Used: 1,248.2	Classification Appeals: 31	Reclassifications Up (Filled): 364 Up (Vacant): 43 Down (Filled): 136 Down (Vacant): 28 Lateral (Filled): 186 Lateral (Vacant): 897	Grievances Contract Grievances: 543 Disciplinary: 312 Language: 231
Funeral Leave Used Expense: \$947,674.33	Funeral Days Used: 4,798.3	Extraordinary Pay: \$295,336.66	Approx. Annual New Cost of Reclassified Positions:* \$1,265,151.20	Non-Contract Grievances: 30 Disciplinary: 11 Language: 19
Jury Leave Used Expense: \$80,105.71	Jury Leave Days Used: 385.5	Special Duty Pay: \$32,923.30		Arbitrations: 3

\* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

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

Females: Current Year (FY '09) RUU: 610 Current Year (FY '09) Goal: 198 Goal Achievement (FY '08):No, 82/833	Minorities: Current Year (FY '09) RUU: 162 Current Year (FY '09) Goal: 65 Goal Achievement (FY '08):No, 41/291	PWD: Year (FY '09) RUU: 909 Current Year (FY '09) Goal: 170 Goal Achievement (FY '08):No, -61/909
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Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 27, 2009