

Department of DOC-MPCF (246) Facts – FY '08

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



General Information

Address: 1200 East Washington
Mount Pleasant, IA 52641

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

# FT EEs: 317	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 13.68
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Span of Control: 12.60	% Performance Evaluations Completed: 99%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	6	45-54	121	<25	0	45-54	12	# of Females:	106	# of Males:	211
25-34	43	55-64	69	25-34	2	55-64	7	% of WF:	33.44%	% of WF:	65.56%
35-44	75	65+	3	35-44	5	65+	0	Average Age:	47.39	Average Age:	46.21
Employee Average Age: 46.61				Supervisor Average Age: 48.91				Average Length of Service: 13.09		Average Length of Service: 13.97	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	18	# of African-American:	7	# of Non-minorities:	297
% of Workforce:	5.68%	# of Asian:	2	% of Workforce:	93.69%
Average Age:	41.54	# of American Indian:	2	Average Age:	46.91
Average Length of Service:	10.64	# of Hispanic or Latino:	7	Average Length of Service:	13.92

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	19	# of Persons With Non-Disabilities:	261
% of Workforce:	5.99%	% of Workforce:	82.33%
Average Age:	54.35	Average Age:	46.41
Average Length of Service:	20.57	Average Length of Service:	13.46

Officials/Administrators EEO Category 1: 22	Professionals EEO Category 2: 62	Technicians EEO Category 3: 7	Protective Service: Sworn EEO Category 4: 184
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 22	Skilled Craft EEO Category 7: 19	Service/Maintenance EEO Category 8: 1

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 36	Transfer In: N/A
Retirements: 17	All Terminations: 8	Voluntary Quits: 8	Transfer Out: N/A

# of Classes Used: 58	Most Populous Classes: Correctional Officer (160), Correctional Counselor (27), Correctional Food Serv Coord (14)
Separations - By Class:	Correctional Officer (17), Registered Nurse (3), Correctional Supervisor 2 (2)
# Eligible for Retirement:	63 in the next 5 years % Eligible: 19.87%

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

Vacation Payouts: \$142,198.09	Sick Leave Payouts: \$31,951.86	Annual Payroll: \$16,714,414.53	Avg. Base Salary: \$49,664	Overtime Days Worked: 2,488.3
Overtime Cost: \$675,945.61	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$3,930.70	Vacation Pay - Earned Value: \$1,224,397.18	Vacation Days Earned: 6,280.3	Vacation Used Expense: \$1,163,101.70	Vacation Days Taken: 5,887.3
Workers' Comp Days Used: 50	Sick Leave Days Earned: 4,991.2 Sick Leave -Earned Value: \$917,685.65	Reg. Sick Leave Used Expense: \$593,137.56	Reg. Sick Leave Days Used: 3,114.7 Avg. Sick Leave Days Per EE: 9.83	Converted Sick Leave To Vacation Days Used: 216.0 Converted Sick Leave To Vacation Used Expense: \$43,745.76
Injury Leave Used Expense: \$5,485.51	Injury Leave Days Used: 26.9	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 3 Up (Vacant): 0 Down (Filled): 3 Down (Vacant): 1 Lateral (Filled): 5 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-2,943.20	<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: \$33,826.22	Funeral Days Used: 182.1	Extraordinary Pay: \$1,147.20		
Jury Leave Used Expense: \$847.94	Jury Leave Days Used: 6.3	Special Duty Pay: \$0		

* 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: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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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 5, 2009