

Department of Justice Facts – FY '08

http://www.state.ia.us/government/ag/index.html



General Information

Address: Hoover Building
1305 East Walnut
Des Moines, IA 50319

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

# FT EEs: 246	# PT EEs: 4	# Temporary EEs: 11	Average Length of Service: 13.02
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Span of Control: N/A	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 15
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	86	<25	0	45-54	7	# of Females:	138	# of Males:	108
25-34	33	55-64	63	25-34	0	55-64	7	% of WF:	56.10%	% of WF:	43.90%
35-44	59	65+	2	35-44	3	65+	1	Average Age:	45.20	Average Age:	49.56
Employee Average Age: 47.11				Supervisor Average Age: 53.95				Average Length of Service: 12.41		Average Length of Service: 13.79	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	11	# of African-American:	6	# of Non-minorities:	232
% of Workforce:	4.47%	# of Asian:	2	% of Workforce:	94.31%
Average Age:	42.42	# of American Indian:	0	Average Age:	47.38
Average Length of Service:	9.92	# of Hispanic or Latino:	3	Average Length of Service:	13.23

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	221
% of Workforce:	1.22%	% of Workforce:	89.84%
Average Age:	56.60	Average Age:	46.87
Average Length of Service:	27.39	Average Length of Service:	12.80

Officials/Administrators EEO Category 1: 27	Professionals EEO Category 2: 182	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 35	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 8.56%	Hire Rate: 9.01%	Number Hires: 18	Transfer In: 2
Retirements: 6	All Terminations: 0	Voluntary Quits: 8	Transfer Out: 5

# of Classes Used: 41	Most Populous Classes: Asst Attorney General 3 (97), Asst Attorney General 1 (22), Asst Attorney General 2 (13)		
Separations - By Class:	Asst Attorney Gen 3 (7), Legal Secretary 2 (4), Utility Administrator 1 (2)		
# Eligible for Retirement:	60 in the next 5 years	% Eligible: 24.39%	

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

Vacation Payouts: \$105,185.02	Sick Leave Payouts: \$14,000.00	Annual Payroll: \$19,327,286.18	Avg. Base Salary: \$78,962	Overtime Days Worked: 12.3
Overtime Cost: \$2,733.28	Reassignment Pay: \$0	Recruitment Bonus Pay: \$96.00	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$1,522,433.22	Vacation Days Earned: 4,856.8	Vacation Used Expense: \$1,370,736.53	Vacation Days Taken: 4,369.1
Workers' Comp Days Used: 0	Sick Leave Days Earned: 4,131.2	Reg. Sick Leave Used Expense: \$466,011.56	Reg. Sick Leave Days Used: 1,687.7	Converted Sick Leave To Vacation Days Used: 742.5
	Sick Leave -Earned Value: \$1,198,404.35		Avg. Sick Leave Days Per EE: 6.86	Converted Sick Leave To Vacation Used Expense: \$264,544.44
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 9 Up (Vacant): 0 Down (Filled): 5 Down (Vacant): 2 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-11,169.60	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$17,047.91	Funeral Days Used: 55.0	Extraordinary Pay: \$20,776.00		
Jury Leave Used Expense: \$1,438.16	Jury Leave Days Used: 4.0	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): No, 0/1	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): Yes, 2/2	PWD: Year (FY '09) RUU: 22 Current Year (FY '09) Goal: 4 Goal Achievement (FY '08): No, 0/22
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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 3, 2009