

Department of Natural Resources Facts – FY '08

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 '08)

# FT EEs: 974	# PT EEs: 6	# Temporary EEs: 457	Average Length of Service: 14.16
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Span of Control: 12.48	% Performance Evaluations Completed: 74%	Total Unemployment Insurance Claims: 68
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	9	45-54	275	<25	0	45-54	32	# of Females:	277	# of Males:	697
25-34	239	55-64	214	25-34	8	55-64	28	% of WF:	28.44%	% of WF:	71.56%
35-44	228	65+	9	35-44	17	65+	0	Average Age:	42.69	Average Age:	45.17
Employee Average Age:	44.47	Supervisor Average Age:	49.99	Average Length of Service:	10.99	Average Length of Service:	15.42				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	49	# of African-American:	10	# of Non-minorities:	924
% of Workforce:	5.03%	# of Asian:	20	% of Workforce:	94.87%
Average Age:	45.27	# of American Indian:	11	Average Age:	44.43
Average Length of Service:	12.51	# of Hispanic or Latino:	8	Average Length of Service:	14.26

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	36	# of Persons With Non-Disabilities:	870
% of Workforce:	3.70%	% of Workforce:	89.32%
Average Age:	50.63	Average Age:	43.96
Average Length of Service:	21.15	Average Length of Service:	13.72

Officials/Administrators EEO Category 1: 134	Professionals EEO Category 2: 510	Technicians EEO Category 3: 155	Protective Service: Sworn EEO Category 4: 122
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: 5.39%	Hire Rate: 7.43%	Number Hires: 64	Transfer In: 5
Retirements: 19	All Terminations: 8	Voluntary Quits: 15	Transfer Out: 8

# of Classes Used: 88	Most Populous Classes: Environmental Specialist (105), Natural Resources Technician 2 (86), Conservation Officer (83)
Separations - By Class:	Environmental Specialist (9), Administrative Asst 2 (3), Conservation Officer (3), Natural Resources Technician 1 (3)
# Eligible for Retirement:	233 in next 5 years % Eligible: 23.92%

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

Vacation Payouts: \$286,525.14	Sick Leave Payouts: \$34,821.53	Annual Payroll: \$58,940,311.73	Avg. Base Salary: \$56,521	Overtime Days Worked: 307.9
Overtime Cost: \$72,402.35	Reassignment Pay: \$2,808.00	Recruitment Bonus Pay: \$6,000.00	Retention Pay: \$5,220.80	Exceptional Job Performance Pay: \$2,000.00
Workers' Comp Payouts: \$5,271.12	Vacation Pay - Earned Value: \$4,282,696.28	Vacation Days Earned: 19,249.0	Vacation Used Expense: \$3,904,419.72	Vacation Days Taken: 17,363.5
Workers' Comp Days Used: 82	Sick Leave Days Earned: 13,988.9	Reg. Sick Leave Used Expense: \$1,060,409.68	Reg. Sick Leave Days Used: 5,117.3	Converted Sick Leave To Vacation Days Used: 2,056.3
	Sick Leave -Earned Value: \$2,907,415.55		Avg. Sick Leave Days Per EE: 5.25	Converted Sick Leave To Vacation Used Expense: \$490,061.70
Injury Leave Used Expense: \$3,544.21	Injury Leave Days Used: 16.1	Classification Appeals: 2	<u>Reclassifications</u> Up (Filled): 16 Up (Vacant): 0 Down (Filled): 6 Down (Vacant): 2 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$85,384.00	<u>Grievances</u> Contract Grievances: 7 Disciplinary: 3 Language: 4 Non-Contract Grievances: 4 Disciplinary: 4 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$24,724.76	Funeral Days Used: 111.8	Extraordinary Pay: \$6,606.40		
Jury Leave Used Expense: \$9,190.82	Jury Leave Days Used: 35.9	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: 142 Current Year (FY '09) Goal: 37 Goal Achievement (FY '08):No, 4/142	Minorities: Current Year (FY '09) RUU: 10 Current Year (FY '09) Goal: 17 Goal Achievement (FY '08):No, 0/29	PWD: Year (FY '09) RUU: 61 Current Year (FY '09) Goal: 10 Goal Achievement (FY '08):No, -6/61
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