

Department of Public Safety Facts – FY '08

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



General Information

Address: Wallace Building
215 East 7th Street
Des Moines, IA 50319

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

# FT EEs: 990	# PT EEs: 2	# Temporary EEs: 31	Average Length of Service: 13.06
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Span of Control: 6.76	% Performance Evaluations Completed: 94%	Total Unemployment Insurance Claims: 3
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	68	45-54	253	<25	0	45-54	82	# of Females:	227	# of Males:	763
25-34	251	55-64	100	25-34	5	55-64	17	% of WF:	22.93%	% of WF:	77.07%
35-44	316	65+	2	35-44	43	65+	0	Average Age:	44.95	Average Age:	39.56
Employee Average Age:	40.79	Supervisor Average Age:	47.58	Average Length of Service:	13.55	Average Length of Service:	12.92				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	33	# of African-American:	14	# of Non-minorities:	952
% of Workforce:	3.33%	# of Asian:	9	% of Workforce:	96.16%
Average Age:	40.39	# of American Indian:	1	Average Age:	40.79
Average Length of Service:	10.89	# of Hispanic or Latino:	9	Average Length of Service:	13.16

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	33	# of Persons With Non-Disabilities:	873
% of Workforce:	3.33%	% of Workforce:	88.18%
Average Age:	49.76	Average Age:	40.04
Average Length of Service:	19.59	Average Length of Service:	12.27

Officials/Administrators EEO Category 1: 49	Professionals EEO Category 2: 66	Technicians EEO Category 3: 65	Protective Service: Sworn EEO Category 4: 677
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 124	Skilled Craft EEO Category 7: 9	Service/Maintenance EEO Category 8: 0

Separation Rate: 3.56%	Hire Rate: 8.00%	Number Hires: 69	Transfer In: 3
Retirements: 15	All Terminations: 2	Voluntary Quits: 9	Transfer Out: 6

# of Classes Used: 81	Most Populous Classes: Trooper (161), Special Agent (135), Trooper Senior (129)
Separations - By Class:	Special Agent (4), 5 classes with 2 incumbents each
# Eligible for Retirement:	79 civ & 70 prot occ in next 5 years % Eligible: 23.17% (Civilians) & 10.80% (Protection Occupations)

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

Vacation Payouts: \$486,182.00	Sick Leave Payouts: \$14,000.00	Annual Payroll: \$59,866,834.82	Avg. Base Salary: \$55,688	Overtime Days Worked: 1,580.9
Overtime Cost: \$407,331.22	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$4,000.00
Workers' Comp Payouts: \$39,013.83	Vacation Pay - Earned Value: \$4,105,664.87	Vacation Days Earned: 18,308.0	Vacation Used Expense: \$3,583,647.37	Vacation Days Taken: 16,863.7
Workers' Comp Days Used: 573	Sick Leave Days Earned: 12,718.9 Sick Leave -Earned Value: \$2,522,376.52	Reg. Sick Leave Used Expense: \$838,351.17	Reg. Sick Leave Days Used: 4,159.9 Avg. Sick Leave Days Per EE: 4.20	Converted Sick Leave To Vacation Days Used: 374.1 Converted Sick Leave To Vacation Used Expense: \$79,890.80
Injury Leave Used Expense: \$25,959.94	Injury Leave Days Used: 124.9	Classification Appeals: 0	Reclassifications Up (Filled): 6 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 35 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$62,015.20	Grievances Contract Grievances: 3 Disciplinary: 1 Language: 2 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,384.59	Funeral Days Used: 5.7	Extraordinary Pay: \$22,393.60		
Jury Leave Used Expense: \$97.06	Jury Leave Days Used: 0.6	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: 35 Current Year (FY '09) Goal: 30 Goal Achievement (FY '08): No, 8/41	Minorities: Current Year (FY '09) RUU: 15 Current Year (FY '09) Goal: 10 Goal Achievement (FY '08): No, 1/15	PWD: Year (FY '09) RUU: 68 Current Year (FY '09) Goal: 22 Goal Achievement (FY '08): No, -1/68
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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 12, 2009