

Department of Revenue Facts – FY '08

http://www.state.ia.us/tax/index.html



General Information

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

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

# FT EEs: 385	# PT EEs: 2	# Temporary EEs: 40	Average Length of Service: 16.86
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Span of Control: 18.52	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 38
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	11	45-54	137	<25	0	45-54	8	# of Females:	229	# of Males:	156
25-34	44	55-64	125	25-34	1	55-64	10	% of WF:	59.48%	% of WF:	40.52%
35-44	57	65+	11	35-44	2	65+	0	Average Age:	48.52	Average Age:	50.61
Employee Average Age: 49.36				Supervisor Average Age: 54.03				Average Length of Service: 15.66		Average Length of Service: 18.61	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	34	# of African-American:	10	# of Non-minorities:	346
% of Workforce:	8.83%	# of Asian:	15	% of Workforce:	89.87%
Average Age:	42.57	# of American Indian:	2	Average Age:	50.13
Average Length of Service:	9.22	# of Hispanic or Latino:	7	Average Length of Service:	17.73

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	35	# of Persons With Non-Disabilities:	324
% of Workforce:	9.09%	% of Workforce:	84.16%
Average Age:	53.19	Average Age:	48.68
Average Length of Service:	20.27	Average Length of Service:	16.36

Officials/Administrators EEO Category 1: 51	Professionals EEO Category 2: 263	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 68	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 6.57%	Hire Rate: 11.76%	Number Hires: 37	Transfer In: 6
Retirements: 14	All Terminations: 4	Voluntary Quits: 3	Transfer Out: 3

# of Classes Used: 62	Most Populous Classes: Revenue Examiner 2 (48), Revenue Auditor 2 (22), Revenue Agent 2 (22), Revenue Examiner 3 (22)		
Separations - By Class:	Out of State Revenue Auditor (3), Revenue Examiner 2 (3), Clerk-Specialist (2), Revenue Auditor 2 (2)		
# Eligible for Retirement:	149 in next 5 years	% Eligible: 38.70%	

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

Vacation Payouts: \$140,128.07	Sick Leave Payouts: \$20,104.05	Annual Payroll: \$21,445,640.87	Avg. Base Salary: \$55,230	Overtime Days Worked: 97.8
Overtime Cost: \$25,086.91	Reassignment Pay: \$0	Recruitment Bonus Pay: \$1,000.00	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$1,798,772.15	Vacation Days Earned: 8,193.5	Vacation Used Expense: \$1,741,868.79	Vacation Days Taken: 7,948.0
Workers' Comp Days Used: 0	Sick Leave Days Earned: 6,116.6	Reg. Sick Leave Used Expense: \$633,630.54	Reg. Sick Leave Days Used: 3,321.3	Converted Sick Leave To Vacation Days Used: 512.0
	Sick Leave -Earned Value: \$1,230,826.66		Avg. Sick Leave Days Per EE: 8.63	Converted Sick Leave To Vacation Used Expense: \$111,334.88
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 1	<u>Reclassifications</u> Up (Filled): 15 Up (Vacant): 0 Down (Filled): 13 Down (Vacant): 1 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-4,659.20	<u>Grievances</u> Contract Grievances: 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$29,809.53	Funeral Days Used: 146.3	Extraordinary Pay: \$43,440.40		
Jury Leave Used Expense: \$2,577.48	Jury Leave Days Used: 11.9	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: 13 Current Year (FY '09) Goal: 9 Goal Achievement (FY '08): No, 6/13	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, 0/2	PWD: Year (FY '09) RUU: 2 Current Year (FY '09) Goal: 2 Goal Achievement (FY '08): No, -2/2
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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