

Dept. of Commerce, Insurance Division Facts – FY '09

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



General Information

Address: 330 Maple Street
Des Moines, IA 50319-0065

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 92	# PT EEs: 3	# Temporary EEs: 7	Average Length of Service: 14.18
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Span of Control: 7.83	% Performance Evaluations Completed: 88.04%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	39	<25	0	45-54	9	# of Females:	55	# of Males:	37
25-34	6	55-64	32	25-34	0	55-64	3	% of WF:	59.78%	% of WF:	40.22%
35-44	11	65+	2	35-44	0	65+	1	Average Age:	50.65	Average Age:	50.10
Employee Average Age: 50.43				Supervisor Average Age: 53.98				Average Length of Service: 14.86		Average Length of Service: 13.17	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	11	# of African-American:	5	# of Non-minorities:	79
% of Workforce:	11.96%	# of Asian:	3	% of Workforce:	85.87%
Average Age:	44.18	# of American Indian:	0	Average Age:	51.52
Average Length of Service:	8.98	# of Hispanic or Latino:	3	Average Length of Service:	15.02

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	80
% of Workforce:	4.35%	% of Workforce:	86.96%
Average Age:	60.28	Average Age:	49.95
Average Length of Service:	19.06	Average Length of Service:	13.74

Officials/Administrators EEO Category 1: 23	Professionals EEO Category 2: 57	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 12	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 6.67%	Hire Rate: 11.11%	Number Hires: 8	Transfer In: 2
Retirements: 2 (1 was SLIP)	All Terminations: 0	Voluntary Quits: 3	Transfer Out: 1

# of Classes Used: 33	Most Populous Classes: Insurance Co. Examiner 3 (9), Insurance Co. Examiner Spec (8), Admin Asst 2 (9)
Separations - By Class:	Insur Co Examiner Spec (1), Accountant/Auditor 1 (1), Clerk (1), Insurance Co. Examiner 2 (1), Program Planner 1 (1)
# Eligible for Retirement:	27 in next 5 years % Eligible: 29.35%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$7,405.98	Sick Leave Payouts: \$2,219.43	Annual Payroll: \$6,191,197	Avg. Base Salary: \$64,495.51	Overtime Days Worked: 1.2
Overtime Cost: \$289.24	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$127,674.88	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$494,770.88	Vacation Days Earned: 1,917.6	Vacation Used Expense: \$429,954.58	Vacation Days Taken: 1,710.5
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,633.1	Reg. Sick Leave Used Expense: \$203,822.86	Reg. Sick Leave Days Used: 913.9	Converted Sick Leave To Vacation Days Used: 132.9
	Sick Leave -Earned Value: \$383,585.59		Avg. Sick Leave Days Per EE: 9.93	Converted Sick Leave To Vacation Used Expense: \$45,022.32
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$6,406.27	Funeral Days Used: 30.2	Extraordinary Pay: \$2,718.60		
Jury Leave Used Expense: \$1,226.60	Jury Leave Days Used: 5.2	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 1	Minorities: Begin of Year (FY '09) UU: 0	PWD: Begin of Year (FY '09) UU: 5
Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0
End of Year (FY '09) UU: 1	End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 5

Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009