

Department of DOC-ICIW (249) Facts – FY '09

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



General Information

Address: 300 Elm Avenue, SW
PO Box 1338
Mitchellville, IA 50169

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

# FT EEs: 183	# PT EEs: 0	# Temporary EEs: 2	Average Length of Service: 8.85
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Span of Control: 9.47	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 7
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	57	<25	0	45-54	10	# of Females:	95	# of Males:	88
25-34	38	55-64	28	25-34	2	55-64	1	% of WF:	51.91%	% of WF:	48.09%
35-44	54	65+	3	35-44	6	65+	0	Average Age:	44.70	Average Age:	44.22
Employee Average Age: 44.47				Supervisor Average Age: 46.11				Average Length of Service: 9.20		Average Length of Service: 8.48	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	16	# of African-American:	7	# of Non-minorities:	166
% of Workforce:	8.74%	# of Asian:	1	% of Workforce:	90.71%
Average Age:	38.87	# of American Indian:	1	Average Age:	44.92
Average Length of Service:	9.28	# of Hispanic or Latino:	7	Average Length of Service:	8.79

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	160
% of Workforce:	3.83%	% of Workforce:	87.43%
Average Age:	50.92	Average Age:	43.91
Average Length of Service:	15.93	Average Length of Service:	8.24

Officials/Administrators EEO Category 1: 18	Professionals EEO Category 2: 35	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 113
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 10	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 9	Transfer In: N/A
Retirements: 15 (7 were SLIP)	All Terminations: 13	Voluntary Quits: 26	Transfer Out: N/A

# of Classes Used: 37	Most Populous Classes: Correctional Officer (104), Correctional Counselor (14), Registered Nurse (8)		
Separations - By Class:	Correctional Officer (28), Correctional Counselor (4), Registered Nurse (4), State Industrial Technician (4)		
# Eligible for Retirement:	12 civ & 10 prot occ in next 5 yrs	% Eligible: 17.14% civ & 8.85% prot occ%	

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

Vacation Payouts: \$58,837.36	Sick Leave Payouts: \$8,000.00	Annual Payroll: \$9,911,265.48	Avg. Base Salary: \$51,165.39	Overtime Days Worked: 557.2
Overtime Cost: \$151,044.23	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$11,963.09	Vacation Pay - Earned Value: \$659,934.63	Vacation Days Earned: 3,323.5	Vacation Used Expense: \$610,857.04	Vacation Days Taken: 2,996.5
Workers' Comp Days Used: 153	Sick Leave Days Earned: 3,205.1	Reg. Sick Leave Used Expense: \$349,515.38	Reg. Sick Leave Days Used: 1,817.9	Converted Sick Leave To Vacation Days Used: 215.0
	Sick Leave -Earned Value: \$606,141.54		Avg. Sick Leave Days Per EE: 9.93	Converted Sick Leave To Vacation Used Expense: \$49,138.08
Injury Leave Used Expense: \$2,523.46	Injury Leave Days Used: 13.5	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 1 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: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$18,609.50	Funeral Days Used: 100.3	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$171.76	Jury Leave Days Used: 1.0	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: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	Minorities: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	PWD: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A
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