

Department of DOC-IMCC (244) Facts – FY '09

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General Information

Address: 2700 Coral Ridge Avenue
Coralville, IA 52241

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

# FT EEs: 568	# PT EEs: 2	# Temporary EEs: 21	Average Length of Service: 8.88
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Span of Control: 15.16	% Performance Evaluations Completed: 90.67%	Total Unemployment Insurance Claims: 17
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	19	45-54	169	<25	0	45-54	17	# of Females:	235	# of Males:	333
25-34	130	55-64	80	25-34	0	55-64	6	% of WF:	41.37%	% of WF:	58.63%
35-44	165	65+	5	35-44	14	65+	0	Average Age:	43.57	Average Age:	42.42
Employee Average Age: 42.89				Supervisor Average Age: 48.05				Average Length of Service: 7.16		Average Length of Service: 10.10	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	44	# of African-American:	27	# of Non-minorities:	521
% of Workforce:	7.75%	# of Asian:	6	% of Workforce:	91.73%
Average Age:	42.56	# of American Indian:	4	Average Age:	42.92
Average Length of Service:	6.23	# of Hispanic or Latino:	7	Average Length of Service:	9.13

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	19	# of Persons With Non-Disabilities:	512
% of Workforce:	3.35%	% of Workforce:	90.14%
Average Age:	51.00	Average Age:	42.34
Average Length of Service:	18.27	Average Length of Service:	8.09

Officials/Administrators EEO Category 1: 35	Professionals EEO Category 2: 106	Technicians EEO Category 3: 64	Protective Service: Sworn EEO Category 4: 294
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 32	Skilled Craft EEO Category 7: 15	Service/Maintenance EEO Category 8: 22

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 53	Transfer In: N/A
Retirements: 10 (8 were SLIP)	All Terminations: 7	Voluntary Quits: 24	Transfer Out: N/A

# of Classes Used: 77	Most Populous Classes: Correctional Officer (267), Registered Nurse (38), Licensed Practical Nurse (27)		
Separations - By Class:	Correctional Officer (17), Licensed Practical Nurse (8), Registered Nurse (5)		
# Eligible for Retirement:	33 civ & 38 prot occ in next 5 yrs	% Eligible: 12.04% civ & 12.93 prot occ%	

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

Vacation Payouts: \$86,849.17	Sick Leave Payouts: \$16,702.81	Annual Payroll: \$29,903,876.44	Avg. Base Salary: \$48,927.57	Overtime Days Worked: 5,072.6
Overtime Cost: \$1,298,386.36	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$23,154.88	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$40,491.59	Vacation Pay - Earned Value: \$1,863,049.77	Vacation Days Earned: 9,665.1	Vacation Used Expense: \$1,745,606.63	Vacation Days Taken: 8,927.8
Workers' Comp Days Used: 468	Sick Leave Days Earned: 9,341.4	Reg. Sick Leave Used Expense: \$941,548.82	Reg. Sick Leave Days Used: 5,369.5	Converted Sick Leave To Vacation Days Used: 385.8
	Sick Leave -Earned Value: \$1,672,516.88		Avg. Sick Leave Days Per EE: 9.45	Converted Sick Leave To Vacation Used Expense: \$84,758.85
Injury Leave Used Expense: \$10,272.57	Injury Leave Days Used: 49.6	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 4 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 6 Lateral (Vacant): 2 Approx. Annual New Cost of Reclassified Positions:* \$20,592.00	<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: \$75,686.57	Funeral Days Used: 416.6	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,394.88	Jury Leave Days Used: 9.0	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	Minorities: Begin of Year (FY '09) UU: N/A	PWD: Begin of Year (FY '09) UU: N/A
Gains/Losses (FY '09): N/A	Gains/Losses (FY '09): N/A	Gains/Losses (FY '09): N/A
End of Year (FY '09) UU: N/A	End of Year (FY '09) UU: N/A	End of Year (FY '09) UU: N/A

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