

Department of Natural Resources Facts – FY '09

http://www.iowadnr.com/



General Information

Address: Wallace Building
502 Ninth Street
Des Moines, IA 50319-0034

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

# FT EEs: 948	# PT EEs: 4	# Temporary EEs: 286	Average Length of Service: 14.48
---------------	-------------	----------------------	----------------------------------

Span of Control: 12.30	% Performance Evaluations Completed: 98.31%	Total Unemployment Insurance Claims: 104
------------------------	---	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	8	45-54	272	<25	0	45-54	31	# of Females:	278	# of Males:	670
25-34	224	55-64	207	25-34	7	55-64	25	% of WF:	29.32%	% of WF:	70.68%
35-44	227	65+	10	35-44	17	65+	0	Average Age:	43.52	Average Age:	45.42
Employee Average Age:	44.86	Supervisor Average Age:	49.31	Average Length of Service:	11.72	Average Length of Service:	15.62				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	46	# of African-American:	9	# of Non-minorities:	899
% of Workforce:	4.85%	# of Asian:	18	% of Workforce:	94.83%
Average Age:	46.02	# of American Indian:	11	Average Age:	44.80
Average Length of Service:	12.99	# of Hispanic or Latino:	8	Average Length of Service:	14.59

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	34	# of Persons With Non-Disabilities:	845
% of Workforce:	3.54%	% of Workforce:	89.14%
Average Age:	50.24	Average Age:	44.39
Average Length of Service:	20.64	Average Length of Service:	14.11

Officials/Administrators EEO Category 1: 126	Professionals EEO Category 2: 509	Technicians EEO Category 3: 148	Protective Service: Sworn EEO Category 4: 113
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 46	Skilled Craft EEO Category 7: 4	Service/Maintenance EEO Category 8: 2

Separation Rate: 5.72%	Hire Rate: 2.60%	Number Hires: 23	Transfer In: 2
Retirements: 30 (13 were SLIP)	All Terminations: 6	Voluntary Quits: 12	Transfer Out: 7

# of Classes Used: 84	Most Populous Classes: Environmental Specialist (104), Natural Resources Technician 2 (82), Conservation Officer (79)		
Separations - By Class:	Environmental Specialist (7), Conservation Officer (5), Park Ranger (5)		
# Eligible for Retirement:	228 in next 5 years	% Eligible: 24.05%	

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

Vacation Payouts: \$449,187.26	Sick Leave Payouts: \$32,000.00	Annual Payroll: \$61,796,165	Avg. Base Salary: \$58,866.01	Overtime Days Worked: 340.7
Overtime Cost: \$83,458.43	Reassignment Pay: \$2,030.40	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$23,097.65	Vacation Pay - Earned Value: \$4,488,282.84	Vacation Days Earned: 19,423.4	Vacation Used Expense: \$4,048,224.16	Vacation Days Taken: 17,313.6
Workers' Comp Days Used: 516	Sick Leave Days Earned: 14,161.8 Sick Leave -Earned Value: \$3,057,818.33	Reg. Sick Leave Used Expense: \$1,110,287.88	Reg. Sick Leave Days Used: 5,233.5 Avg. Sick Leave Days Per EE: 5.52	Converted Sick Leave To Vacation Days Used: 2,086.5 Converted Sick Leave To Vacation Used Expense: \$517,151.76
Injury Leave Used Expense: \$847.60	Injury Leave Days Used: 5.0	Classification Appeals: 0	Reclassifications Up (Filled): 6 Up (Vacant): 1 Down (Filled): 9 Down (Vacant): 2 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-13,686.40	Grievances Contract Grievances: 5 Disciplinary: 4 Language: 1 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$34,029.34	Funeral Days Used: 162.0	Extraordinary Pay: \$26,782.56		
Jury Leave Used Expense: \$5,678.14	Jury Leave Days Used: 26.3	Special Duty Pay: \$632.80		

* 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: 143 Gains/Losses (FY '09): 1 End of Year (FY '09) UU: 142	Minorities: Begin of Year (FY '09) UU: 30 Gains/Losses (FY '09): 0 End of Year (FY '09) UU: 30	PWD: Begin of Year (FY '09) UU: 71 Gains/Losses (FY '09): -1 End of Year (FY '09) UU: 72
--	---	---