

# State of Iowa Facts – FY '10

http://www.iowa.gov/state/main/index.html



## General Information

Address:

## Workforce Data (unless otherwise noted, information provided is at the end of FY '10)

# FT EEs: 18,444	# PT EEs: 277	# Temporary EEs: 948	Average Length of Service: 12.80
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Span of Control: 11.28	% Performance Evaluations Completed: 73.20%	Total Unemployment Insurance Claims: 2,290
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	318	45-54	6,732	<25	1	45-54	773	# of Females:	9,352	# of Males:	9,092
25-34	3,159	55-64	3,569	25-34	108	55-64	417	% of WF:	50.70%	% of WF:	49.30%
35-44	4,459	65+	207	35-44	361	65+	19	Average Age:	45.69	Average Age:	45.88
Employee Average Age: 45.79				Supervisor Average Age: 49.32				Average Length of Service: 12.42		Average Length of Service: 13.19	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1,132	# of African-American:	445	# of Non-minorities:	16,969
% of Workforce:	6.14%	# of Asian:	274	% of Workforce:	92.00%
Average Age:	44.35	# of American Indian:	103	Average Age:	45.90
Average Length of Service:	10.84	# of Hispanic or Latino:	310	Average Length of Service:	13.05

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	816	# of Persons With Non-Disabilities:	15,664
% of Workforce:	4.42%	% of Workforce:	84.93%
Average Age:	51.01	Average Age:	45.34
Average Length of Service:	17.30	Average Length of Service:	12.34

Officials/Administrators EEO Category 1: 1,397	Professionals EEO Category 2: 6,805	Technicians EEO Category 3: 2,096	Protective Service: Sworn EEO Category 4: 2,863
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 1,793	Skilled Craft EEO Category 7: 1,531	Service/Maintenance EEO Category 8: 1,952

Separation Rate: 16.39%	Hire Rate: 5.50%	Number Hires: 989	Transfer In: 82
Retirements: 2,355	All Terminations: 283	Voluntary Quits: 451	Transfer Out: 104

# of Classes Used: 738	Most Populous Classes: Correctional Officer (1,490), Residential Treatment Wkr (1,236), Income Maint Wkr 2 (617)
Separations - By Class:	Residential Treatment Wkr (226), Correctional Officer (219), Income Maintenance Worker 2 (120)
# Eligible for Retirement:	3,594 in next 5 years (3,229 Gen & 365 Prot Occ) % Eligible: 19.49% (Gen 20.72% & Prot Occ 12.75)%

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '10)

Vacation Payouts: \$4,559,759.10	Sick Leave Payouts: \$4,282,942.02	Annual Payroll: \$1,139,832,657.98	Avg. Base Salary: \$53,907.24	Overtime Days Worked: 112,898.1
Overtime Cost: \$29,280,814.64	Reassignment Pay: \$3,889.60	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$87,671,208.35	Vacation Days Earned: 431,759.8	Vacation Used Expense: \$79,444,235.39	Vacation Days Taken: 392,155.1
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 329,964.8	Reg. Sick Leave Used Expense: \$34,121,617.37	Reg. Sick Leave Days Used: 175,682.9	Converted Sick Leave To Vacation Days Used: 26,379.0
	Sick Leave -Earned Value: \$63,021,126.90		Avg. Sick Leave Days Per EE: 9.53	Converted Sick Leave To Vacation Used Expense: \$5,457,304.15
Injury Leave Used Expense: \$217,536.23	Injury Leave Days Used: 1,182.4	Classification Appeals: 8	<b>Reclassifications</b> Up (Filled): 152 Up (Vacant): 18 Down (Filled): 64 Down (Vacant): 17 Lateral (Filled): 83 Lateral (Vacant): 11 Approx. Annual New Cost of Reclassified Positions:* \$764,481.97	<b>Grievances</b> Contract Grievances: 481 Disciplinary: 221 Language: 260 Non-Contract Grievances: 54 Disciplinary: 15 Language: 39 Arbitrations: 5
Funeral Leave Used Expense: \$904,036.63	Funeral Days Used: 4,455.3	Extraordinary Pay: \$58,574.56		
Jury Leave Used Expense: \$86,027.40	Jury Leave Days Used: 390.4	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '10. Vacancies and laterals were not calculated into the "cost."

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

<b>Females:</b> Begin of Year (FY '10) UU: N/A	<b>Minorities:</b> Begin of Year (FY '10) UU: N/A	<b>PWD:</b> Begin of Year (FY '10) UU: N/A
Gains/Losses (FY '10): N/A	Gains/Losses (FY '10): N/A	Gains/Losses (FY '10): N/A
End of Year (FY '10) UU: N/A	End of Year (FY '10) UU: N/A	End of Year (FY '10) UU: N/A

Sources: AS400 Queries; "Just the Facts for FY10" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

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