

# Dept. of Commerce, Banking Division Facts – FY '10

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



## General Information

**Address:** 200 East Grand Avenue  
Suite 300  
Des Moines, IA 50309

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

|              |             |                    |                                  |
|--------------|-------------|--------------------|----------------------------------|
| # FT EEs: 80 | # PT EEs: 1 | # Temporary EEs: 0 | Average Length of Service: 16.23 |
|--------------|-------------|--------------------|----------------------------------|

|                       |                                             |                                        |
|-----------------------|---------------------------------------------|----------------------------------------|
| Span of Control: 7.27 | % Performance Evaluations Completed: 95.00% | Total Unemployment Insurance Claims: 1 |
|-----------------------|---------------------------------------------|----------------------------------------|

| Employee Age Groups         |    |       |    | Supervisor Age Groups         |   |       |   | Females                          |        | Males                            |        |
|-----------------------------|----|-------|----|-------------------------------|---|-------|---|----------------------------------|--------|----------------------------------|--------|
| <25                         | 5  | 45-54 | 32 | <25                           | 0 | 45-54 | 5 | # of Females:                    | 33     | # of Males:                      | 47     |
| 25-34                       | 12 | 55-64 | 16 | 25-34                         | 0 | 55-64 | 5 | % of WF:                         | 41.25% | % of WF:                         | 58.75% |
| 35-44                       | 15 | 65+   | 0  | 35-44                         | 1 | 65+   | 0 | Average Age:                     | 43.76  | Average Age:                     | 47.23  |
| Employee Average Age: 45.79 |    |       |    | Supervisor Average Age: 53.57 |   |       |   | Average Length of Service: 13.43 |        | Average Length of Service: 18.20 |        |

| Minorities                 |       | Breakout of Minorities   |   | Non-minorities             |        |
|----------------------------|-------|--------------------------|---|----------------------------|--------|
| # of Minorities:           | 1     | # of African-American:   | 0 | # of Non-minorities:       | 79     |
| % of Workforce:            | 1.25% | # of Asian:              | 1 | % of Workforce:            | 98.75% |
| Average Age:               | 38.98 | # of American Indian:    | 0 | Average Age:               | 45.88  |
| Average Length of Service: | 14.77 | # of Hispanic or Latino: | 0 | Average Length of Service: | 16.25  |

| Persons With Disabilities       |     | Persons With Non-Disabilities       |        |
|---------------------------------|-----|-------------------------------------|--------|
| # of Persons With Disabilities: | 0   | # of Persons With Non-Disabilities: | 69     |
| % of Workforce:                 | 0%  | % of Workforce:                     | 86.25% |
| Average Age:                    | N/A | Average Age:                        | 44.85  |
| Average Length of Service:      | N/A | Average Length of Service:          | 14.97  |

|                                                |                                              |                                    |                                                |
|------------------------------------------------|----------------------------------------------|------------------------------------|------------------------------------------------|
| Officials/Administrators<br>EEO Category 1: 15 | Professionals<br>EEO Category 2: 60          | Technicians<br>EEO Category 3: 1   | Protective Service: Sworn<br>EEO Category 4: 0 |
| Protect. Serv.: Non-Sworn<br>EEO Category 5: 0 | Administrative Services<br>EEO Category 6: 4 | Skilled Craft<br>EEO Category 7: 0 | Service/Maintenance<br>EEO Category 8: 0       |

|                        |                     |                    |                 |
|------------------------|---------------------|--------------------|-----------------|
| Separation Rate: 8.75% | Hire Rate: 10.00%   | Number Hires: 5    | Transfer In: 3  |
| Retirements: 2         | All Terminations: 1 | Voluntary Quits: 2 | Transfer Out: 2 |

|                            |                                                                                                  |                    |  |
|----------------------------|--------------------------------------------------------------------------------------------------|--------------------|--|
| # of Classes Used: 17      | Most Populous Classes: Bank Examiner (36), Bank Examiner Sr (15), Bank Examiner Regional Mgr (7) |                    |  |
| Separations - By Class:    | Executive Officer 3 (2), Bank Examiner (2), Administrative Assistant 2 (1)                       |                    |  |
| # Eligible for Retirement: | 20 in the next 5 years                                                                           | % Eligible: 25.00% |  |

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

|                                              |                                              |                                                 |                                                                                                                                                                                                                              |                                                                                                                                                                  |
|----------------------------------------------|----------------------------------------------|-------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Vacation Payouts:<br>\$12,425.55             | Sick Leave Payouts:<br>\$4,000.00            | Annual Payroll:<br>\$6,652,831.61               | Avg. Base Salary:<br>\$84,506.21                                                                                                                                                                                             | Overtime Days Worked:<br>0.9                                                                                                                                     |
| Overtime Cost:<br>\$178.64                   | Reassignment Pay:<br>\$0                     | Recruitment Bonus Pay:<br>\$0                   | Retention Pay:<br>\$0                                                                                                                                                                                                        | Exceptional Job Performance Pay:<br>\$0                                                                                                                          |
| Workers' Comp Payouts:<br>N/A                | Vacation Pay - Earned<br>Value: \$600,575.64 | Vacation Days Earned:<br>1,776.2                | Vacation Used Expense:<br>\$524,179.18                                                                                                                                                                                       | Vacation Days Taken:<br>1,563.3                                                                                                                                  |
| Workers' Comp Days Used:<br>N/A              | Sick Leave Days Earned:<br>1,344.5           | Reg. Sick Leave Used<br>Expense:<br>\$88,314.92 | Reg. Sick Leave Days Used:<br>300.8                                                                                                                                                                                          | Converted Sick Leave To<br>Vacation Days Used:<br>316.5                                                                                                          |
|                                              | Sick Leave -Earned<br>Value:<br>\$405,358.78 |                                                 | Avg. Sick Leave Days Per EE:<br>3.76                                                                                                                                                                                         | Converted Sick Leave To<br>Vacation Used Expense:<br>\$103,106.36                                                                                                |
| Injury Leave Used<br>Expense:<br>\$0         | Injury Leave Days Used:<br>0                 | Classification Appeals:<br>0                    | <b>Reclassifications</b><br>Up (Filled): 0<br>Up (Vacant): 0<br>Down (Filled): 1<br>Down (Vacant): 0<br>Lateral (Filled): 0<br>Lateral (Vacant): 0<br>Approx. Annual New Cost of<br>Reclassified Positions:*<br>\$-18,075.20 | <b>Grievances</b><br>Contract Grievances: 0<br>Disciplinary: 0<br>Language: 0<br>Non-Contract Grievances: 0<br>Disciplinary: 0<br>Language: 0<br>Arbitrations: 0 |
| Funeral Leave Used<br>Expense:<br>\$3,056.84 | Funeral Days Used:<br>8.9                    | Extraordinary Pay:<br>\$0                       |                                                                                                                                                                                                                              |                                                                                                                                                                  |
| Jury Leave Used<br>Expense:<br>\$0           | Jury Leave Days Used:<br>0                   | Special Duty Pay:<br>\$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<br>Gains/Losses (FY '10): N/A<br>End of Year (FY '10) UU: N/A | <b>Minorities:</b> Begin of Year (FY '10) UU: N/A<br>Gains/Losses (FY '10): N/A<br>End of Year (FY '10) UU: N/A | <b>PWD:</b> Begin of Year (FY '10) UU: N/A<br>Gains/Losses (FY '10): N/A<br>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.

Date of Completion: December 15, 2010