

Department of Management Facts – FY '10

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



General Information

Address: Ground Floor South
State Capitol Building
Des Moines, IA 50319

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

# FT EEs: 22	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 17.63
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Span of Control: 21.00	% Performance Evaluations Completed: 21.74%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	11	<25	0	45-54	0	# of Females:	11	# of Males:	11
25-34	0	55-64	5	25-34	0	55-64	1	% of WF:	50.00%	% of WF:	50.00%
35-44	6	65+	0	35-44	0	65+	0	Average Age:	49.09	Average Age:	50.65
Employee Average Age: 49.87				Supervisor Average Age: 62.66				Average Length of Service: 16.60		Average Length of Service: 18.66	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1	# of African-American:	0	# of Non-minorities:	20
% of Workforce:	4.55%	# of Asian:	0	% of Workforce:	90.91%
Average Age:	56.56	# of American Indian:	1	Average Age:	49.33
Average Length of Service:	26.63	# of Hispanic or Latino:	0	Average Length of Service:	17.80

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	0	# of Persons With Non-Disabilities:	20
% of Workforce:	0%	% of Workforce:	90.91%
Average Age:	N/A	Average Age:	49.34
Average Length of Service:	N/A	Average Length of Service:	17.12

Officials/Administrators EEO Category 1: 2	Professionals EEO Category 2: 19	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 1	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 33.96%	Hire Rate: 0%	Number Hires: 0	Transfer In: 0
Retirements: 3	All Terminations: 3	Voluntary Quits: 1	Transfer Out: 2

# of Classes Used: 9	Most Populous Classes: Fiscal & Policy Analyst Sr (6), Performance Results Facilitator (5), 2 classes with 3 incumbents each		
Separations - By Class:	Fiscal & Policy Analyst Sr (2), 5 classes with 1 incumbent each		
# Eligible for Retirement:	6 in the next 5 years	% Eligible: 27.27%	

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

Vacation Payouts: \$34,004.54	Sick Leave Payouts: \$6,000.00	Annual Payroll: \$2,356,239.48	Avg. Base Salary: \$86,437.99	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$204,658.62	Vacation Days Earned: 615.9	Vacation Used Expense: \$177,837.48	Vacation Days Taken: 538.8
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 424.3	Reg. Sick Leave Used Expense: \$45,594.01	Reg. Sick Leave Days Used: 158.6	Converted Sick Leave To Vacation Days Used: 52.0
	Sick Leave -Earned Value: \$130,719.21		Avg. Sick Leave Days Per EE: 7.21	Converted Sick Leave To Vacation Used Expense: \$18,147.40
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-26,228.80	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,361.80	Funeral Days Used: 3.9	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$656.72	Jury Leave Days Used: 2.5	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)

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