

Department of Natural Resources Facts – FY '11

http://www.iowadnr.com/



General Information

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

Workforce Data (unless otherwise noted, information provided is at the end of FY '11)

# FT EEs: 938	# PT EEs: 2	# Temporary EEs: 186	Average Length of Service: 13.86
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Span of Control: 15.97	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 67
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	4	45-54	265	<25	0	45-54	27	# of Females:	279	# of Males:	659
25-34	227	55-64	183	25-34	4	55-64	26	% of WF:	29.74%	% of WF:	70.26%
35-44	251	65+	8	35-44	18	65+	1	Average Age:	44.90	Average Age:	44.46
Employee Average Age:	44.59	Supervisor Average Age:	49.70	Average Length of Service:	12.67	Average Length of Service:	14.37				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	47	# of African-American:	10	# of Non-minorities:	887
% of Workforce:	5.01%	# of Asian:	20	% of Workforce:	94.56%
Average Age:	46.51	# of American Indian:	10	Average Age:	44.50
Average Length of Service:	13.22	# of Hispanic or Latino:	7	Average Length of Service:	13.94

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	23	# of Persons With Non-Disabilities:	854
% of Workforce:	2.45%	% of Workforce:	91.04%
Average Age:	47.88	Average Age:	44.26
Average Length of Service:	17.75	Average Length of Service:	13.67

Officials/Administrators EEO Category 1: 92	Professionals EEO Category 2: 532	Technicians EEO Category 3: 153	Protective Service: Sworn EEO Category 4: 110
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: 1

Separation Rate: 2.40%	Hire Rate: 6.54%	Number Hires: 51	Transfer In: 9
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Retirements: 3	All Terminations: 1	Voluntary Quits: 13	Transfer Out: 5
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# of Classes Used: 82	Most Populous Classes: Environmental Specialist (103), Natural Resource Technician 2 (84), Conservation Officer (82)
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Separations - By Class:	Environmental Engineer (4), Park Ranger (2), 11 classes with 1 incumbent each
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# Eligible for Retirement:	208 in the next 5 years (183 general & 25 protective services) % Eligible: 22.17% (General, 22.10% & Protective Services)
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Leave and Benefits (unless otherwise noted, information provided is at the end of FY '11)

Vacation Payouts: \$229,182.39	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$59,111,707.10	Avg. Base Salary: \$60,111	Overtime Days Worked: 243.2
Overtime Cost: \$62,893.84	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$4,292,328.50	Vacation Days Earned: 18,206.8	Vacation Used Expense: \$3,987,099.61	Vacation Days Taken: 16,727.9
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 13,605.4	Reg. Sick Leave Used Expense: \$1,096,058.26	Reg. Sick Leave Days Used: 4,908.6	Converted Sick Leave To Vacation Days Used: 1,884.5
	Sick Leave -Earned Value: \$3,018,369.11		Avg. Sick Leave Days Per EE: 5.23	Converted Sick Leave To Vacation Used Expense: \$459,924.04
Injury Leave Used Expense: \$6,133.74	Injury Leave Days Used: 32.3	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 21 Up (Vacant): 0 Down (Filled): 21 Down (Vacant): 3 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-11,055.20	<u>Grievances</u> Contract Grievances: 12 Disciplinary: 5 Language: 7 Non-Contract Grievances: 1 Disciplinary: 0 Language: 1 Arbitrations: 1
Funeral Leave Used Expense: \$29,581.01	Funeral Days Used: 137.3	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$3,280.13	Jury Leave Days Used: 14.9	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '11. Vacancies and laterals were not calculated into the "cost."