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Questions?: Contact Pete Peterson, Iowa Department of Administrative Services at (515) 281-4429

Since the first “Just the Facts” in FY 2000, Reassignment, Recruitment, Retention and Performance bonuses have been drastically reduced. From FY 2000 to FY 2007, the total for these bonus pay expenditures has been reduced by 58.0% across all Executive Branch Departments.

Overtime has also been reduced. Executive branch employees earned 95,001.5 days of overtime in Fiscal Year 2007, valued at \$22,956,025. Of the 95,001.5 days of overtime worked, 85.9% of these days were worked in three departments, Human Services, Transportation, and Corrections. From FY 2000 to FY 2007, overtime has been reduced by 20.5% across all Executive Branch Departments. In FY 2000, the average amount of overtime worked for employees in Human Services, Transportation, and Corrections, when aggregated, was 8.66 days per state employee. In FY 2007, the number of days per employee has dropped to 6.95 days.

Chapter 3: Equal Employment

The State of Iowa is committed to equal opportunity in employment and ensuring that employment practices are nondiscriminatory. The state workforce continues to represent females and minorities in most EEO categories at rates greater than the relevant labor market. The State’s workforce overall has not completely kept pace with the increasing diversity in Iowa, based on the 2000 labor force reported in the U.S. Census. Females represent 50.7% of the State’s workforce compared to 47.4% in the statewide labor force. Minorities make up 5.4% of the State’s workforce while their representation in the statewide labor force is now 6.0%. The representation of persons with disabilities in the State’s workforce is 6.0% and is less than the 11.8% in the statewide labor force rate. Over 40% of both female and racial/ethnic minority employees are found in professional job classes.

In the future, the State will need to explore a more diverse range of sources for applicants and methods of retention in order to remain competitive in the recruitment marketplace. Eighty-five percent of the net growth of the nation’s labor force during the 1990s came from people of color, immigrants, and women. The U.S. Census Bureau projects that racial/ethnic minorities will make up 8.8% of Iowa’s population by 2025.

Persons with disabilities also represent a relatively untapped source of labor. Thirty-seven percent of persons with a disability ages 16 – 64 in the U.S. are unemployed. In Iowa, this would mean approximately 100,000 Iowans.

The aging of the baby boomers may also result in a new labor pool to be tapped. While there will be a greater number of workers retiring, and retiring earlier, this is likely to increase the number of people interested in part-time employment and second careers.

Chapter 4: Leave

Employees earned 430,902.5 days of vacation with a value of \$79,859,538.51 and took 402,798.5 days of vacation valued at \$74,350,892.05. This is approximately 20.18* vacation days taken per full-time employee.

Employees used 163,938.8 days of regular sick leave, valued at \$29,561,781.67, during FY 2007. This is about 8.21* days per full-time employee. This was just over half of the total 325,134.2 days of total sick leave earned, valued at \$56,920,796.86.

* These figures are slightly inflated due to the fact that a small portion of these vacation and sick leave hours are attributed to permanent part-time employees not included in the average.

Chapter 5: Benefits

Health care costs and utilization continue to rise nationwide, and employees continue to ask for more flexibility in the benefits they receive. Just over 30% of health contract holders in the Executive Branch were in Wellmark's Program 3 Plus health plan. The employee premium share of family coverage for this plan has increased more than twofold since FY 1997. The employer premium share of family coverage for this plan has more than tripled during the same period.

Chapter 6: Employee Mobility

Many factors affect employee mobility: growth or decline in the number of state jobs, the availability of funding, the dynamics of state programs, types of occupations, geographical location of jobs, the characteristics of state employees themselves, external labor market conditions, and the availability of other employment.

The Executive Branch new hire rate has decreased from 9.8% in FY 2000 to 8.7% in FY 2007. The Executive Branch turnover rate has decreased from 7.1% in FY 2000 to 5.8% in FY 2007. By comparison, according to data obtained from the U.S. Department of Labor, turnover rates for the U.S., from September 2005 to August 2006 stand at 40.4%. In contrast to this number, state and local government turnover for the same period of time is 15.8%.

A five-year average shows that 46.7% of employees who voluntarily left the Executive Branch were with the State for less than three years. This, along with the fact that by FY 2012, it has been estimated that over 22% of the current workforce will have reached retirement eligibility, makes it imperative that workforce planning be a part of the strategic planning process.

Chapter 7: Age & Years of Service

The State's workforce continues to age. During the past five years, the number of employees in the 55-59 age group increased over 30.9%, while the number of employees in the 25-29 age group has only increased by 8.3%. At the end of FY 2007, the average age of the 19,964 full-time permanent employees working in the Executive Branch was 46.53 years and the average time worked for the State was 13.79 years. These figures are generally comparable when broken down by gender and racial/ethnic minority status. Again, findings support the need for departments to strategically plan for the future. Just slightly less than 60% of the workforce generally, and more than 73% of supervisors, are over 45 years of age.

Chapter 8: Collective Bargaining

The majority (65.1%) of the 19,964 full-time permanent executive branch employees are in positions covered by the American Federation of State, County, and Municipal Employees (AFSCME), Iowa Council 61. Employees covered by the AFSCME collective bargaining agreement earn an average annual salary of \$44,532 (up 37.1% from FY 2000). Employees covered by the State Police Officers Council (SPOC) collective bargaining agreement earn an average annual salary of \$51,461 (up 27.4% from FY 2000). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP) collective bargaining agreement earn an average annual salary of \$48,126 (up 31.6% from FY 2000).

Employees covered by the AFSCME collective bargaining agreement are, on average, 46.87 years old and have been employed in the Executive Branch for 13.47 years. Employees covered by the SPOC collective bargaining agreement are, on average, 37.65 years old and have been employed in the Executive Branch for 12.28 years. Employees covered by the

UE/IUP collective bargaining agreement are, on average, 44.63 years old and have been employed in the Executive Branch for 12.94 years.

Conclusion

DAS publishes “Just the Facts 2007,” an almanac on the executive branch workforce, for two primary reasons. First, to assist state decision makers in preparing for the future. Thorough strategic planning is requisite to state government’s future ability to provide quality products and services. Second, the almanac is intended to function as an historical source of workforce data that can be used for comparative purposes as the workforce continues to change.

The information in this almanac represents a static snapshot of our greatest resource – our employees. However, the workforce is fluid and constantly changing. Continuous workforce planning and management of our human capital are essential to future success.

Executive Branch Full-Time Employees

DEPARTMENT	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07
ADMINISTRATIVE SERVICES	*	*	*	*	366	366	367	375
AGRICULTURE	440	432	381	385	381	380	385	382
ALCOHOLIC BEVERAGES	***	***	***	***	***	51	50	61
AUDITOR	128	117	101	103	100	112	107	106
BANKING	***	***	***	***	***	62	64	64
BLIND	99	100	95	100	102	99	97	92
CIVIL RIGHTS	32	36	35	28	27	23	23	23
COLLEGE AID	35	35	36	37	36	41	41	46
COMMERCE	316	314	293	287	308	****	****	****
CORRECTIONS	3,069	3,074	2,863	2,977	2,939	2,871	2,920	3,079
CREDIT UNION	***	***	***	***	***	16	15	13
CULTURAL AFFAIRS	85	83	70	63	65	64	70	71
ECONOMIC DEVELOPMENT***	185	190	201	207	216	131	127	131
EDUCATION	591	613	612	599	609	592	596	573
ELDER AFFAIRS	26	31	29	29	24	28	32	32
ETHICS/CAMPAIGN DISCLOSURE	8	8	5	6	6	6	6	5
FINANCE AUTHORITY	***	***	***	***	***	86	86	83
GENERAL SERVICES	212	206	174	162	**	**	**	**
GOVERNOR'S OFFICE	47	47	44	39	40	40	40	39
HUMAN RIGHTS	48	52	51	51	54	57	55	52
HUMAN SERVICES	5,428	5,477	5,136	5,038	5,146	5,237	5,520	5,625
INFORMATION TECHNOLOGY	144	136	113	116	**	**	**	**
INSPECTIONS AND APPEALS	468	481	456	459	474	488	505	514
INSURANCE	***	***	***	***	***	84	87	88
IOWA COMMUNICATIONS NTRWK	93	99	97	95	96	90	80	84
IOWA PUBLIC TELEVISION	135	129	123	112	116	110	116	116
IPERS	***	***	***	***	86	83	86	82
JUSTICE*****	208	218	210	202	207	203	204	241
LAW ENFORCEMENT ACADEMY	29	31	30	27	27	27	27	27
LOTTERY	***	***	***	***	108	108	112	111
MANAGEMENT	31	30	27	27	28	27	28	30
NATURAL RESOURCES	836	864	853	880	898	912	928	945
PAROLE	12	12	11	10	11	10	10	11
PERSONNEL	159	159	148	151	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	10	12	14
PUBLIC DEFENSE	276	294	306	327	366	373	361	354
PUBLIC EMPLOYMENT RELATIONS	12	12	9	10	10	10	9	9
PUBLIC HEALTH	346	373	372	397	388	394	410	407
PUBLIC SAFETY	943	946	898	861	838	847	948	953
REVENUE ***	566	560	491	473	359	369	373	362
SECRETARY OF STATE	40	41	30	34	35	39	40	36
TRANSPORTATION	3,569	3,533	3,139	3,163	3,156	3,112	3,112	3,045
TREASURER	21	21	24	21	24	22	23	24
UTILITIES*****	***	***	***	***	***	90	89	67
VETERAN'S AFFAIRS	762	754	733	736	769	779	799	813
WORKFORCE DEVELOPMENT	847	851	757	765	783	753	766	779
GRAND TOTALS	20,246	20,359	18,953	18,977	19,198	19,202	19,726	19,964

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now are their own department.

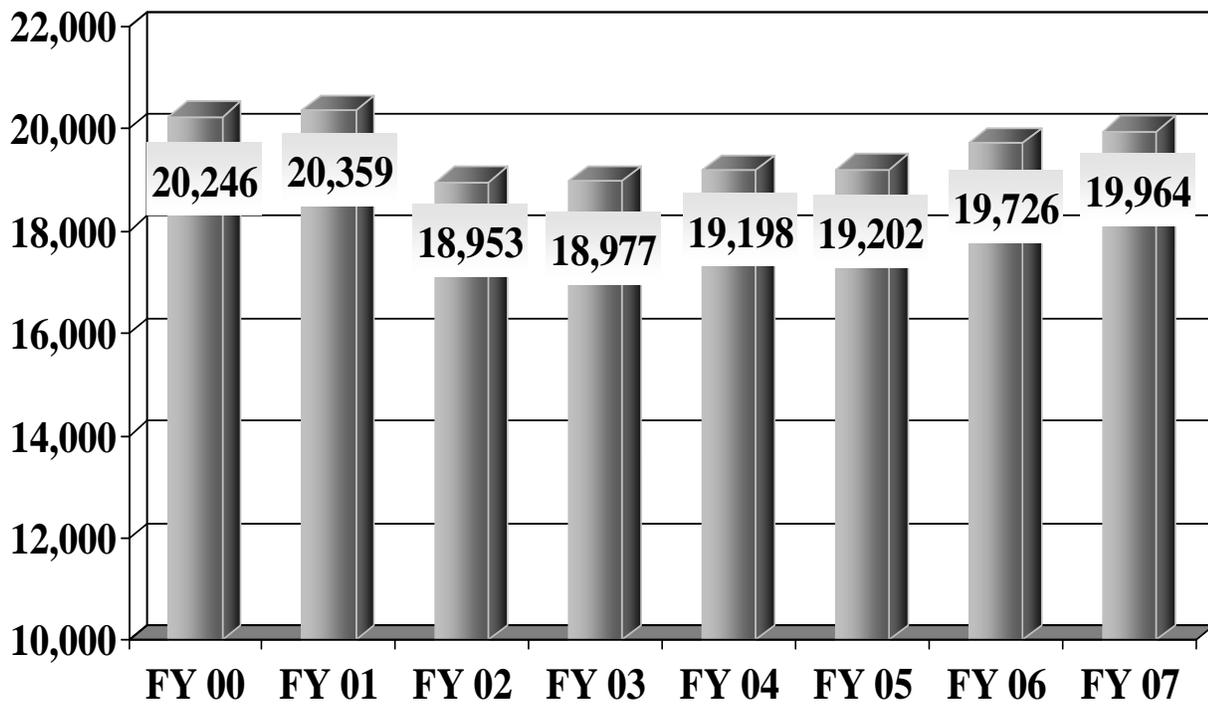
**** Commerce is now reported individually by division.

*****Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

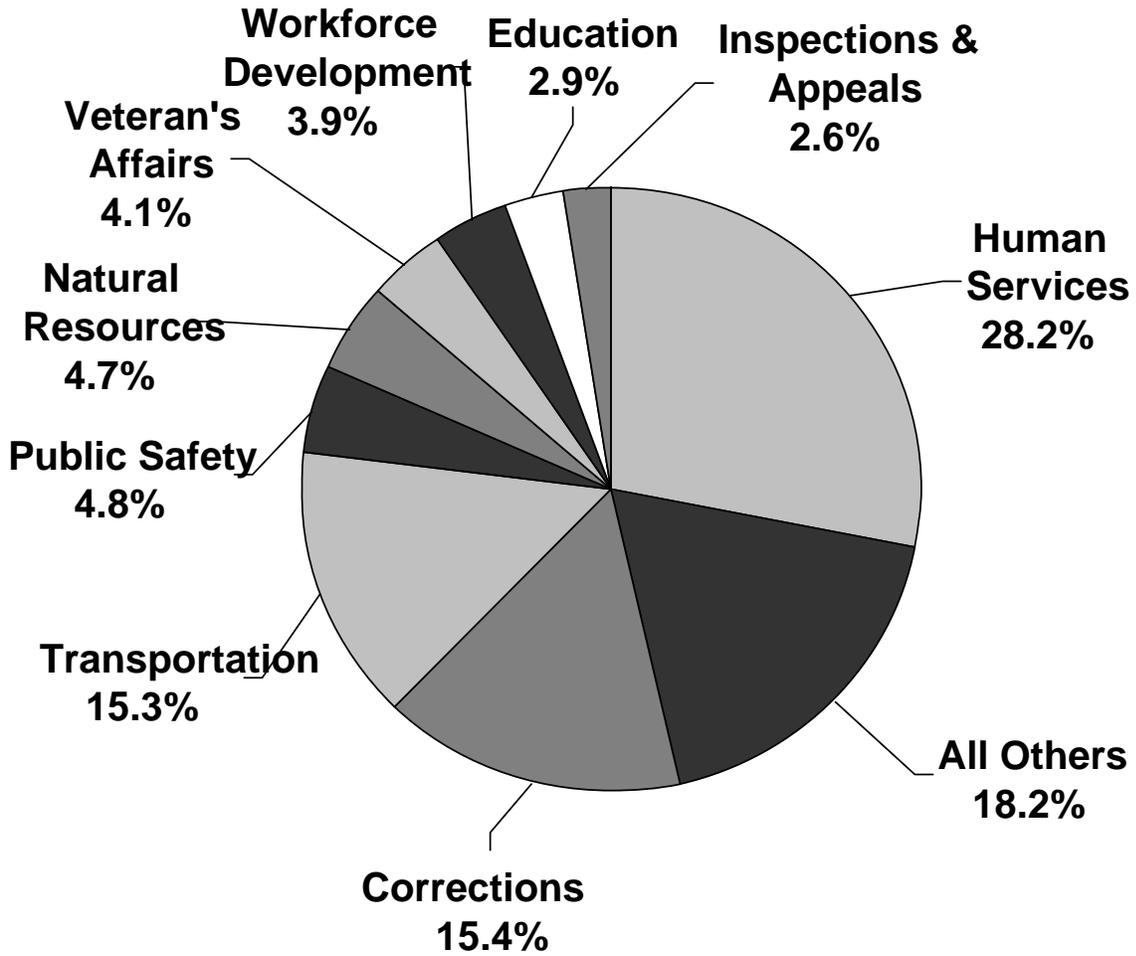
Executive Branch Full-Time Employees by Fiscal Year



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employee Percentages by Department, Fiscal Year 2007



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employees by Work County

COUNTY	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07
	13	15	9	7	98*	6	6	5
ADAIR	28	28	33	29	30	31	29	29
ADAMS	11	10	9	9	9	9	8	7
ALLAMAKEE	34	37	32	27	35	31	32	28
APPANOOSE	46	45	39	39	41	40	40	41
AUDUBON	8	7	3	3	3	6	7	8
BENTON	37	32	37	39	41	40	41	43
BLACK HAWK	393	434	407	381	377	378	407	415
BOONE	701	702	687	699	692	697	748	766
BREMER	27	27	29	28	27	30	30	30
BUCHANAN	397	393	366	334	321	322	318	315
BUENA VISTA	55	55	51	52	48	47	52	53
BUTLER	28	28	24	27	28	27	30	31
CALHOUN	133	132	118	116	116	112	122	119
CARROLL	91	90	84	99	69	70	70	67
CASS	108	106	100	99	98	87	91	93
CEDAR	26	30	21	22	21	18	19	20
CERRO GORDO	218	226	209	214	223	222	228	225
CHEROKEE	285	286	273	275	305	309	342	340
CHICKASAW	42	43	34	35	35	33	33	33
CLARKE	126	107	95	95	52	51	59	58
CLAY	70	70	78	86	94	96	98	87
CLAYTON	37	31	30	25	25	28	32	33
CLINTON	82	86	81	78	83	82	89	88
CRAWFORD	62	59	45	43	46	49	50	49
DALLAS	47	48	50	51	51	50	51	48
DAVIS	17	18	18	15	15	14	13	10
DECATUR	27	29	26	29	30	28	29	29
DELAWARE	81	84	74	78	76	76	78	77
DES MOINES CTY	102	107	97	101	99	102	102	110
DICKINSON	33	40	43	44	45	43	46	45
DUBUQUE	162	165	166	168	171	177	192	190
EMMET	22	23	20	20	17	18	18	16
FAYETTE	55	55	57	58	66	65	65	65
FLOYD	34	35	29	36	38	35	37	37
FRANKLIN	24	24	22	17	18	17	17	17
FREMONT	23	24	18	18	18	18	18	21
GREENE	30	28	27	23	22	22	23	23
GRUNDY	11	12	11	10	12	12	11	12
GUTHRIE	29	30	23	18	18	19	19	18
HAMILTON	39	43	32	30	32	33	31	30
HANCOCK	27	25	22	23	23	23	24	25
HARDIN	243	241	233	216	215	213	223	221
HARRISON	38	34	30	32	32	32	31	30
HENRY	518	518	487	478	482	465	476	482
HOWARD	11	10	2	1	1	2	1	0
HUMBOLDT	13	12	7	5	5	6	6	5
IDA	12	10	8	9	8	9	9	10
IOWA	30	29	27	24	24	24	23	24
JACKSON	48	50	49	45	45	44	43	40

NOTE: County #0 indicates employee's work assignment outside Iowa.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

* County codes were incorrect for FY04.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employees by Work County (cont.)

COUNTY NAME	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07
JASPER	435	427	391	408	389	379	384	393
JEFFERSON	77	78	76	82	81	81	79	78
JOHNSON	523	524	490	497	494	485	499	673
JONES	445	437	410	418	415	400	400	395
KEOKUK	18	19	20	19	18	17	19	20
KOSSUTH	29	30	29	29	30	27	29	27
LEE	570	587	557	640	639	624	617	618
LINN	493	494	423	426	398	408	419	430
LOUISA	18	20	16	10	11	11	11	11
LUCAS	58	64	52	53	55	55	56	52
LYON	18	18	16	14	15	15	15	16
MADISON	14	13	8	8	8	9	10	10
MAHASKA	36	39	35	37	37	40	43	44
MARION	40	38	39	40	40	40	44	39
MARSHALL	850	837	812	823	857	872	901	916
MILLS	875	857	850	855	865	889	931	945
MITCHELL	8	8	8	9	9	9	11	10
MONONA	27	28	26	20	20	22	25	26
MONROE	20	20	14	15	11	12	13	15
MONTGOMERY	40	41	36	25	25	24	23	23
MUSCATINE	75	72	70	79	84	80	86	85
O'BRIEN	28	27	25	26	26	25	28	13
OSCEOLA	12	9	3	3	3	3	3	16
PAGE	442	444	408	405	402	435	425	425
PALO ALTO	17	19	13	13	13	13	10	17
PLYMOUTH	31	33	31	36	37	33	34	33
POCAHONTAS	16	16	14	11	11	10	10	11
POLK	6,724	6,833	6,338	6,285	6,393	6,488	6,638	6,652
POTTAWATTAMIE	282	295	284	293	309	327	345	351
POWESHIEK	34	31	29	28	29	28	30	29
RINGGOLD	17	17	16	12	14	13	12	12
SAC	24	23	23	20	20	20	21	20
SCOTT	312	326	313	311	319	322	344	352
SHELBY	21	22	13	8	8	8	8	8
SIOUX	25	25	25	24	25	26	29	28
STORY	1,300	1,256	1,126	1,126	1,130	1,108	1,118	1,086
TAMA	163	155	148	135	136	133	141	144
TAYLOR	16	15	15	10	10	9	9	7
UNION	67	65	59	66	64	63	67	61
VAN BUREN	18	16	11	10	9	10	10	15
WAPELLO	147	157	143	145	144	148	143	142
WARREN	42	43	37	36	34	37	42	42
WASHINGTON	55	56	53	55	57	58	56	59
WAYNE	9	9	7	4	5	5	5	5
WEBSTER	525	525	496	504	512	495	504	506
WINNEBAGO	18	18	12	14	13	13	13	13
WINNESHIEK	63	61	59	58	60	60	60	65
WOODBURY	401	403	370	389	402	410	406	422
WORTH	14	15	13	12	13	13	12	13
WRIGHT	20	21	19	21	19	22	21	23
TOTALS	20,246	20,359	18,953	18,977	19,198	19,202	19,726	19,964

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employees by Work County, Fiscal Year 2007



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employees by EEO-4 Category, Fiscal Year 2007

DEPARTMENT	EEO-4 Category 1 Official / Administrator	EEO-4 Category 2 Professional	EEO-4 Category 3 Technician	EEO-4 Category 4 Protective Service: Sworn	EEO-4 Category 5 Protective Service: Non-Sworn	EEO-4 Category 6 Admin Support	EEO-4 Category 7 Skilled Craft	EEO-4 Category 8 Service Maintenance
ADMINISTRATIVE SERVICES	41	185	26	0	0	30	31	62
AGRICULTURE	27	109	130	0	0	115	0	0
ALCOHOLIC BEVERAGES	5	14	2	0	0	7	0	33
AUDITOR	8	93	1	0	0	3	0	0
BANKING	10	51	1	0	0	2	0	0
BLIND	12	46	2	0	0	24	8	0
CIVIL RIGHTS	4	15	1	0	0	3	0	0
COLLEGE AID	7	30	3	0	0	6	0	0
CORRECTIONS	254	486	60	1,864	0	199	174	42
CREDIT UNION	3	9	0	0	0	1	0	0
CULTURAL AFFAIRS	6	47	4	0	0	7	0	7
ECONOMIC DEVELOPMENT*	22	89	4	0	0	13	0	3
EDUCATION	35	313	100	0	0	120	3	2
ELDER AFFAIRS	10	16	3	0	0	3	0	0
ETHICS/CAMPAIGN DISCLOSURE	1	2	0	0	0	2	0	0
FINANCE AUTHORITY*	26	57	0	0	0	0	0	0
GOVERNOR'S OFFICE	18	13	0	0	0	1	0	5
HUMAN RIGHTS	12	35	1	0	0	4	0	0
HUMAN SERVICES	442	1,866	1,004	231	0	648	121	1,313
INSPECTIONS AND APPEALS	35	397	4	0	0	78	0	0
INSURANCE	19	55	0	0	0	14	0	0
IOWA COMMUNICATIONS NTKW	20	53	7	0	0	2	2	0
IOWA PUBLIC TELEVISION	17	57	37	0	0	5	0	0
IPERS*	14	53	2	0	0	13	0	0
JUSTICE**	28	179	0	0	0	33	0	0
LAW ENFORCEMENT ACADEMY	2	15	0	1	0	7	2	0
LOTTERY*	21	61	9	0	0	18	0	2
MANAGEMENT	6	22	0	0	0	2	0	0
NATURAL RESOURCES	125	497	146	124	0	47	4	2
PAROLE	3	5	0	0	0	3	0	0
PROFESSIONAL LICENSING	7	5	0	0	0	2	0	0
PUBLIC DEFENSE	36	97	9	106	0	11	74	21
PUBLIC EMPLOYMENT RELATIONS	3	4	1	0	0	1	0	0
PUBLIC HEALTH	69	264	9	1	0	64	0	0
PUBLIC SAFETY	46	60	58	664	0	117	8	0
REVENUE*	49	241	3	0	0	69	0	0
SECRETARY OF STATE	6	16	0	0	0	13	0	0
TRANSPORTATION	190	539	568	116	0	344	1,247	41
TREASURER	5	14	2	0	0	2	0	0
UTILITIES	13	46	1	0	0	7	0	0
VETERAN'S AFFAIRS	31	192	84	6	0	74	24	402
WORKFORCE DEVELOPMENT	70	555	16	0	0	136	0	2
GRAND TOTALS	1,758	6,903	2,298	3,113	0	2,250	1,698	1,937

* Formerly part of other department and now are their own department.

** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

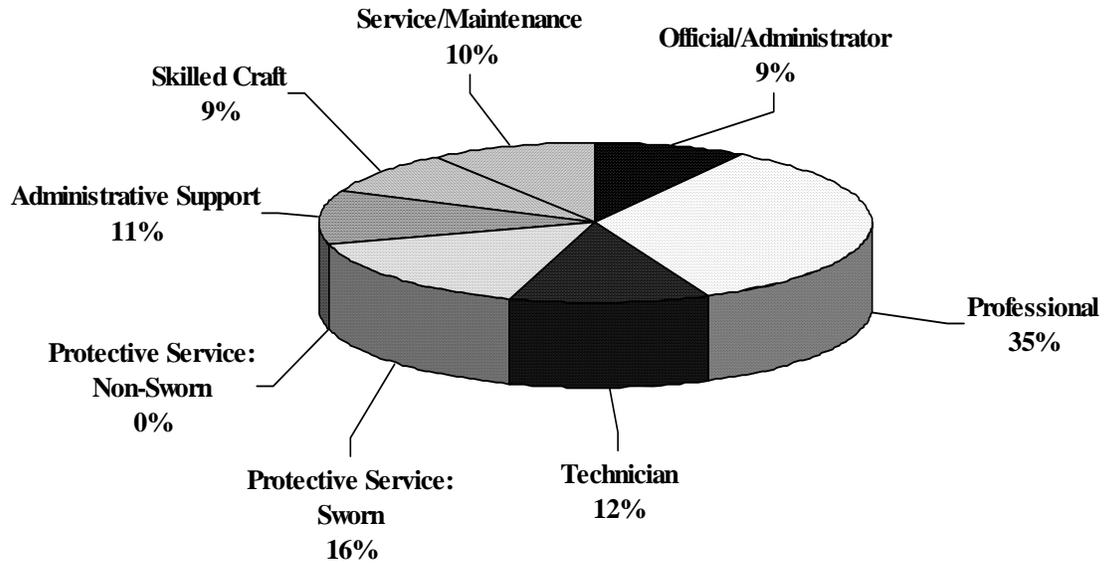
NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories (please refer to page 22-23 for definitions of these categories).

NOTE: The Equal Employment Opportunity Commission exempts elected officials (7) from the EEO-4 Category groupings (pursuant to Section 701(f) of the Equal Employment Opportunity Act of 1972).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2007



NOTE: Percentages are rounded.

NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Part-Time Employees by Department

DEPARTMENT	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07
ADMINISTRATIVE SERVICES	*	*	*	*	2	8	6	3
AGRICULTURE	6	0	0	1	2	1	1	1
ALCOHOLIC BEVERAGES	***	***	***	***	***	0	0	0
AUDITOR	1	1	1	1	1	1	1	1
BANKING	***	***	***	***	***	1	1	1
BLIND	1	0	0	0	1	0	0	0
CIVIL RIGHTS	1	1	1	1	1	0	1	1
COLLEGE AID	0	0	0	0	0	0	0	0
COMMERCE	9	6	6	6	6	****	****	****
CORRECTIONS	8	11	11	12	15	14	13	13
CREDIT UNION	***	***	***	***	***	0	0	0
CULTURAL AFFAIRS	3	3	3	3	4	2	3	6
ECONOMIC DEVELOPMENT***	1	1	1	1	1	1	1	1
EDUCATION	0	4	4	13	35	36	33	36
ELDER AFFAIRS	0	0	1	1	1	1	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	1	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	0	0	0
GENERAL SERVICES	4	3	2	1	**	**	**	**
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0
HUMAN RIGHTS	0	0	0	0	1	0	1	1
HUMAN SERVICES	56	55	40	43	48	40	38	37
INFORMATION TECHNOLOGY	0	0	0	0	**	**	**	**
INSPECTIONS AND APPEALS	21	20	20	31	31	30	33	36
INSURANCE	***	***	***	***	***	3	4	4
IOWA COMMUNICATIONS NTWRK	0	0	0	0	0	0	0	0
IOWA PUBLIC TELEVISION	0	2	1	0	2	4	2	3
IPERS	***	***	***	***	2	2	2	2
JUSTICE*****	0	5	4	4	4	5	4	4
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	0	0
LOTTERY	***	***	***	***	2	1	3	3
MANAGEMENT	0	0	0	0	0	0	0	0
NATURAL RESOURCES	22	4	3	4	5	5	6	6
PAROLE	5	4	4	4	3	4	4	4
PERSONNEL	1	1	2	2	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	0	0	0
PUBLIC DEFENSE	2	3	1	0	0	0	2	3
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	0	0	0	0	2	4	5	6
PUBLIC SAFETY	2	3	3	1	1	1	1	2
REVENUE ***	2	4	3	3	1	1	2	2
SECRETARY OF STATE	2	1	0	0	0	0	0	0
TRANSPORTATION	41	39	26	21	22	18	17	19
TREASURER	1	1	1	1	1	1	1	1
UTILITIES*****	***	***	***	***	***	4	4	3
VETERAN'S AFFAIRS	109	109	112	111	115	117	111	113
WORKFORCE DEVELOPMENT	8	7	7	8	8	7	8	7
GRAND TOTALS	306	288	258	273	317	312	308	320

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

**** Commerce is now reported individually by division.

***** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Temporary Employees by Department

DEPARTMENT	FY00	FY01	FY02	FY03	FY04	FY05	FY06	FY07
ADMINISTRATIVE SERVICES	*	*	*	*	4	2	4	7
AGRICULTURE	34	16	16	46	74	37	27	25
ALCOHOLIC BEVERAGES	***	***	***	***	***	1	0	4
AUDITOR	0	3	0	0	0	0	0	1
BANKING	***	***	***	***	***	0	0	1
BLIND	3	3	4	5	9	8	14	19
CIVIL RIGHTS	0	0	0	0	0	0	1	9
COLLEGE AID	0	0	0	0	0	1	1	1
COMMERCE	6	2	3	3	2	****	****	****
CORRECTIONS	30	36	25	46	53	68	61	63
CREDIT UNION	***	***	***	***	***	0	0	0
CULTURAL AFFAIRS	8	13	5	10	18	18	26	41
ECONOMIC DEVELOPMENT***	14	13	7	9	10	8	1	1
EDUCATION	6	7	5	7	12	12	5	8
ELDER AFFAIRS	0	0	0	0	1	1	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	0	0	0
GENERAL SERVICES	0	0	1	0	**	**	**	**
GOVERNOR'S OFFICE	4	2	3	1	0	2	1	3
HUMAN RIGHTS	0	3	3	1	0	0	0	1
HUMAN SERVICES	88	76	61	82	102	104	136	128
INFORMATION TECHNOLOGY	3	0	2	1	**	**	**	**
INSPECTIONS AND APPEALS	29	27	33	43	27	32	31	34
INSURANCE	***	***	***	***	***	8	4	6
IOWA COMMUNICATIONS NTWRK	1	0	3	0	0	1	1	0
IOWA PUBLIC TELEVISION	36	32	28	26	35	23	35	38
IPERS	***	***	***	***	0	1	1	1
JUSTICE*****	6	6	3	4	4	6	6	7
LAW ENFORCEMENT ACADEMY	5	4	4	4	4	4	4	4
LOTTERY	***	***	***	***	5	6	3	1
MANAGEMENT	4	2	1	0	0	0	0	0
NATURAL RESOURCES	444	511	336	364	313	338	354	400
PAROLE	4	2	4	3	3	4	2	4
PERSONNEL	8	0	3	4	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	0	0	0
PUBLIC DEFENSE	33	44	45	19	29	26	23	29
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	33	46	41	46	33	45	68	62
PUBLIC SAFETY	54	46	3	5	23	26	28	27
REVENUE ***	119	94	70	73	51	50	35	42
SECRETARY OF STATE	4	6	1	2	1	2	5	1
TRANSPORTATION	537	188	134	149	89	80	81	106
TREASURER	2	2	3	2	2	3	2	0
UTILITIES	***	***	***	***	***	0	0	0
VETERAN'S AFFAIRS	54	52	65	83	83	111	98	102
WORKFORCE DEVELOPMENT	24	61	96	74	44	61	23	6
GRAND TOTALS	1,593	1,297	1,008	1,112	1,031	1,089	1,082	1,183

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

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***** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson

Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2007

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
ADMINISTRATIVE SERVICES	1	\$3,678.40	1	\$1,250.00	3	\$5,032.37	4	\$20,000.00
AGRICULTURE	1	\$140.80	0	\$0.00	0	\$0.00	0	\$0.00
ALCOHOLIC BEVERAGES*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
AUDITOR	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BANKING*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BLIND	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,701.60
CIVIL RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
COLLEGE AID	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CORRECTIONS	0	\$0.00	1	\$408.80	4	\$53,059.26	0	\$0.00
CREDIT UNION*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CULTURAL AFFAIRS	0	\$0.00	0	\$0.00	1	\$3,232.32	0	\$0.00
ECONOMIC DEVELOPMENT	0	\$0.00	0	\$0.00	0	\$0.00	1	\$4,370.08
EDUCATION	0	\$0.00	0	\$0.00	1	\$2,000.00	0	\$0.00
ELDER AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
FINANCE AUTHORITY*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GOVERNOR'S OFFICE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
HUMAN RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
HUMAN SERVICES	1	\$3,820.80	3	\$11,463.20	7	\$14,910.40	2	\$3,672.00
INFORMATION TECHNOLOGY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
INSPECTIONS AND APPEALS	0	\$0.00	0	\$0.00	1	\$31,180.00	0	\$0.00
INSURANCE*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA COMMUNICATIONS NTWK	0	\$0.00	1	\$5,000.00	0	\$0.00	0	\$0.00
IOWA PUBLIC TELEVISION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IPERS*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
JUSTICE**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LAW ENFORCEMENT ACADEMY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LOTTERY*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
MANAGEMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
NATURAL RESOURCES	1	\$2,657.60	1	\$3,369.60	1	\$5,152.00	1	\$5,000.00
PAROLE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PROFESSIONAL LICENSING*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC DEFENSE	0	\$0.00	0	\$0.00	1	\$3,684.45	28	\$37,347.28
PUBLIC EMPLOYMENT RELATIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC HEALTH	0	\$0.00	0	\$0.00	1	\$4,615.20	0	\$0.00
PUBLIC SAFETY	0	\$0.00	0	\$0.00	1	\$2,881.90	1	\$4,153.76
REVENUE*	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
SECRETARY OF STATE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TRANSPORTATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TREASURER	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
UTILITIES*	0	\$0.00	0	\$0.00	0	\$0.00	2	\$2,000.00
VETERANS AFFAIRS	0	\$0.00	0	\$0.00	10	\$102,902.42	0	\$0.00
WORKFORCE DEVELOPMENT	0	\$0.00	1	\$2,246.40	1	\$6,733.60	0	\$0.00
GRAND TOTALS	4	\$10,297.60	8	\$23,738.00	32	\$235,383.92	40	\$79,244.72

* Formerly part of other department and now are their own department.

** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

NOTE: Employees receiving bonuses counted only one time in each category but may have received more than one payment.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: TMohning.

Executive Branch Full-Time Average Base Salary by Department

Department	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07
ADMINISTRATIVE SERVICES	*	*	*	*	\$53,023	\$56,017	\$57,743	\$58,841
AGRICULTURE	\$34,815	\$36,720	\$38,572	\$40,716	\$42,939	\$44,696	\$45,630	\$46,820
ALCOHOLIC BEVERAGES	***	***	***	***	***	\$42,632	\$45,069	\$41,517
AUDITOR	\$40,999	\$45,819	\$49,830	\$51,673	\$54,007	\$52,465	\$54,291	\$54,838
BANKING	***	***	***	***	***	\$68,909	\$71,871	\$77,197
BLIND	\$36,474	\$37,363	\$39,527	\$41,684	\$43,837	\$46,280	\$47,031	\$48,874
CIVIL RIGHTS	\$40,515	\$42,129	\$44,148	\$47,370	\$49,470	\$50,587	\$53,341	\$54,489
COLLEGE AID	\$35,527	\$36,947	\$39,899	\$42,351	\$44,545	\$45,186	\$47,409	\$49,227
COMMERCE	\$49,800	\$52,011	\$56,153	\$59,580	\$59,858	****	****	****
CORRECTIONS	\$35,001	\$36,950	\$38,942	\$40,924	\$43,303	\$45,659	\$46,933	\$47,323
CREDIT UNION	***	***	***	***	***	\$56,890	\$60,866	\$69,741
CULTURAL AFFAIRS	\$37,866	\$39,833	\$42,400	\$45,486	\$46,868	\$49,731	\$49,293	\$51,407
ECONOMIC DEVELOPMENT	\$45,211	\$47,442	\$48,704	\$50,814	\$54,050	\$56,775	\$58,344	\$59,975
EDUCATION	\$40,417	\$41,992	\$44,317	\$47,738	\$50,424	\$52,745	\$54,745	\$56,856
ELDER AFFAIRS	\$41,301	\$43,579	\$47,779	\$48,882	\$51,894	\$53,089	\$54,075	\$54,679
ETHICS/CAMPAIGN DISCLOSURE	\$42,522	\$44,803	\$43,697	\$46,011	\$48,105	\$51,467	\$53,888	\$57,671
FINANCE AUTHORITY	***	***	***	***	***	\$56,169	\$59,834	\$62,351
GENERAL SERVICES	\$32,663	\$34,941	\$36,665	\$36,705	**	**	**	**
GOVERNOR'S OFFICE	\$47,247	\$50,237	\$50,623	\$52,486	\$53,482	\$55,474	\$57,525	\$57,857
HUMAN RIGHTS	\$41,599	\$44,003	\$45,990	\$48,389	\$49,457	\$51,894	\$54,618	\$57,120
HUMAN SERVICES	\$33,937	\$35,688	\$36,953	\$38,826	\$40,309	\$41,945	\$42,787	\$44,209
INFORMATION TECHNOLOGY	\$47,566	\$58,099	\$62,378	\$66,257	**	**	**	**
INSPECTIONS AND APPEALS	\$46,045	\$48,262	\$50,389	\$53,133	\$55,713	\$58,199	\$59,248	\$60,471
INSURANCE	***	***	***	***	***	\$55,910	\$56,297	\$57,745
IA COMMUNICATIONS NETWORK	\$45,325	\$49,800	\$51,772	\$55,501	\$59,516	\$61,334	\$64,849	\$67,112
IOWA PUBLIC TELEVISION	\$41,288	\$43,559	\$44,838	\$49,079	\$51,143	\$53,764	\$55,019	\$56,342
IPERS	*	*	*	*	\$54,162	\$56,884	\$58,295	\$59,711
JUSTICE****	\$59,221	\$61,897	\$64,017	\$66,106	\$67,995	\$68,314	\$70,247	\$75,754
LAW ENFORCEMENT ACADEMY	\$40,904	\$42,734	\$45,156	\$46,914	\$48,992	\$50,409	\$51,987	\$53,853
LOTTERY	*	*	*	*	\$48,642	\$52,600	\$54,316	\$56,103
MANAGEMENT	\$60,898	\$67,000	\$68,478	\$72,316	\$74,864	\$77,391	\$77,623	\$79,490
NATURAL RESOURCES	\$41,552	\$43,448	\$45,544	\$48,060	\$49,471	\$51,984	\$53,503	\$54,766
PAROLE	\$46,946	\$49,683	\$49,090	\$52,995	\$52,680	\$55,016	\$58,278	\$54,767
PERSONNEL	\$43,167	\$46,574	\$48,836	\$52,267	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	\$52,171	\$53,454	\$58,470
PUBLIC DEFENSE	\$33,697	\$35,694	\$38,179	\$40,791	\$42,553	\$44,803	\$46,774	\$48,694
PUBL EMPLOYMENT RELATIONS	\$55,718	\$57,390	\$58,613	\$63,006	\$65,136	\$67,626	\$80,221	\$82,961
PUBLIC HEALTH	\$43,634	\$45,971	\$48,240	\$50,239	\$52,713	\$55,278	\$56,192	\$57,755
PUBLIC SAFETY	\$41,558	\$43,383	\$46,054	\$49,062	\$51,146	\$52,834	\$52,405	\$53,651
REVENUE***	\$39,008	\$41,950	\$44,403	\$48,111	\$49,193	\$50,759	\$52,090	\$54,205
SECRETARY OF STATE	\$40,032	\$43,359	\$44,257	\$45,409	\$49,546	\$51,943	\$52,646	\$52,271
TRANSPORTATION	\$34,855	\$37,022	\$40,099	\$42,591	\$45,021	\$47,277	\$48,599	\$49,635
TREASURER	\$43,732	\$47,435	\$47,043	\$49,349	\$49,340	\$49,951	\$51,480	\$50,415
UTILITIES****	***	***	***	***	***	\$74,358	\$76,630	\$73,132
VETERAN'S AFFAIRS	\$33,039	\$34,844	\$36,472	\$38,329	\$39,821	\$41,602	\$42,381	\$43,014
WORKFORCE DEVELOPMENT	\$38,063	\$40,336	\$41,398	\$44,091	\$46,482	\$48,821	\$49,952	\$50,452
AVERAGE ANNUAL SALARY	\$36,972	\$39,091	\$41,164	\$43,476	\$45,482	\$47,506	\$48,605	\$49,762

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now are their own department.

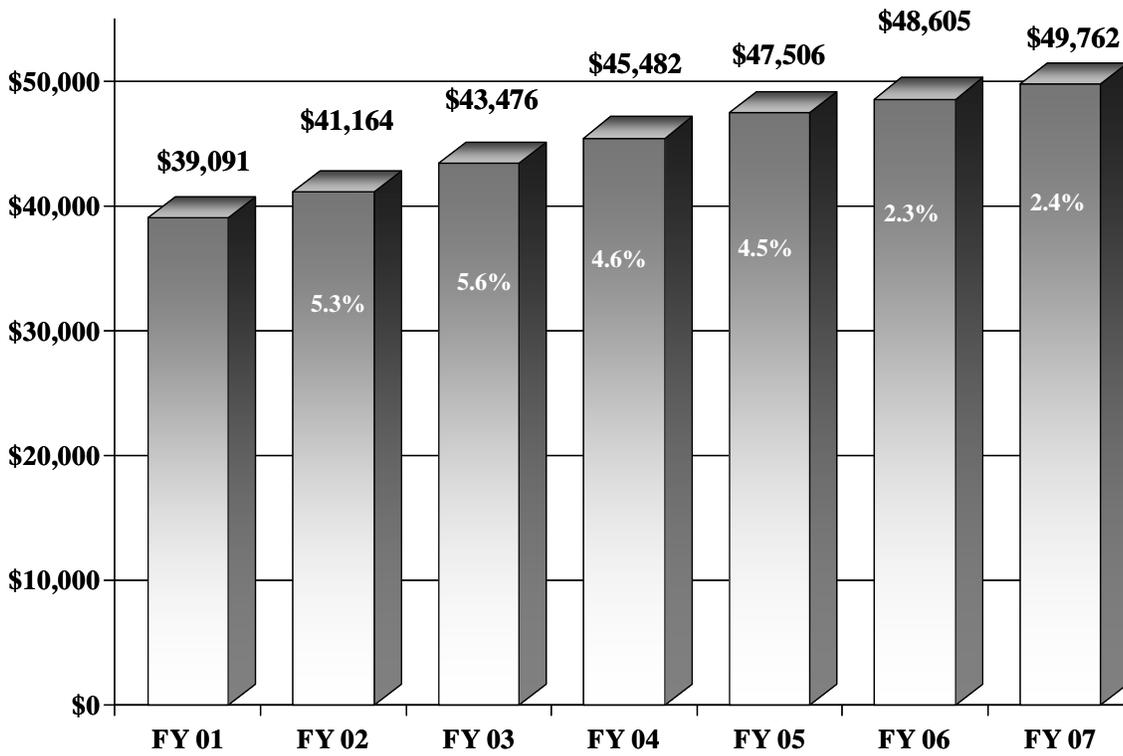
**** Commerce is now reported individually by division.

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-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson.

Executive Branch Full-Time Average Base Salary



NOTE: Percentages in each bar represent increase from previous fiscal year.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Overtime/Compensatory Time by Department, Fiscal Year 2007

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
ADMINISTRATIVE SERVICES	\$485,664.02	2,030.2	\$276,144.22	1,405.5	\$158,373.69	796.4
AGRICULTURE	\$9,153.44	40.4	\$32,752.82	183.5	\$23,963.44	135.4
ALCOHOLIC BEVERAGES*	\$138,630.51	779.2	\$10,304.87	75.0	\$3,470.14	19.4
AUDITOR	\$8,305.10	58.0	\$0.00	0.0	\$0.00	0.0
BANKING*	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
BLIND	\$14,572.84	70.8	\$9,647.14	71.1	\$7,195.70	54.1
CIVIL RIGHTS	\$2.33	0.0	\$0.00	0.0	\$0.00	0.0
COLLEGE AID	\$5,613.31	25.2	\$0.00	0.0	\$0.00	0.0
CORRECTIONS	\$4,878,207.71	18,662.9	\$3,711,371.79	21,543.8	\$867,490.64	4,926.2
CREDIT UNION*	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
CULTURAL AFFAIRS	\$18,322.25	92.6	\$40,001.03	232.5	\$29,307.10	162.7
ECONOMIC DEVELOPMENT	\$1,961.80	9.5	\$3,048.06	23.5	\$1,965.00	11.9
EDUCATION	\$57,687.43	224.4	\$15,010.90	78.0	\$17,527.62	90.3
ELDER AFFAIRS	\$11,057.48	45.8	\$23,279.81	124.8	\$22,879.45	123.0
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$651.01	3.2	\$689.32	3.4
FINANCE AUTHORITY*	\$120,348.94	517.4	\$50,688.30	214.0	\$36,673.50	153.6
GOVERNOR'S OFFICE	\$243.18	1.1	\$340.30	2.3	\$9.08	0.1
HUMAN RIGHTS	\$2,471.66	13.4	\$8,111.85	50.6	\$7,505.32	45.6
HUMAN SERVICES	\$6,812,597.50	30,440.2	\$4,287,628.19	28,816.5	\$1,769,847.76	11,411.4
INSPECTIONS AND APPEALS	\$22,787.73	102.5	\$65,900.68	285.0	\$46,078.43	202.7
INSURANCE*	\$7,549.03	24.1	\$30,352.90	157.6	\$26,297.66	137.8
IOWA COMMUNICATIONS NTWK	\$109,004.00	354.2	\$23,682.39	94.9	\$17,339.70	72.1
IOWA PUBLIC TELEVISION	\$186,432.72	653.6	\$76,778.69	408.3	\$46,822.13	252.3
IPERS*	\$41,314.45	137.8	\$11,449.51	50.2	\$9,778.39	43.1
JUSTICE**	\$1,778.76	7.1	\$28,782.85	151.6	\$26,341.48	140.5
LAW ENFORCEMENT ACADEMY	\$12,754.30	57.1	\$4,703.79	35.1	\$3,092.34	24.4
LOTTERY*	\$26,906.43	119.6	\$35,602.69	201.7	\$13,263.53	77.5
MANAGEMENT	\$0.00	0.0	\$1,198.19	7.5	\$1,198.19	7.5
NATURAL RESOURCES	\$61,363.75	265.2	\$1,183,288.99	6,250.6	\$900,532.76	4,738.6
PAROLE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PROFESSIONAL LICENSING*	\$3,184.53	18.0	\$766.70	5.5	\$851.65	5.7
PUBLIC DEFENSE	\$173,042.33	763.0	\$290,084.23	1,760.7	\$164,541.13	984.9
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$186,034.58	707.5	\$140,178.43	638.9	\$121,721.56	556.6
PUBLIC SAFETY	\$350,307.62	1,447.1	\$2,726,819.79	13,795.5	\$1,004,644.71	5,222.7
REVENUE*	\$28,505.93	97.8	\$56,005.37	236.1	\$41,173.56	186.3
SECRETARY OF STATE	\$44,928.99	183.4	\$3,314.25	16.5	\$945.06	4.3
TRANSPORTATION	\$8,059,270.30	32,545.9	\$4,334,699.91	42,044.7	\$2,255,130.57	19,879.3
TREASURER	\$7,392.99	50.7	\$10,959.54	75.5	\$8,737.06	58.9
UTILITIES*	\$1,670.87	6.4	\$12,503.61	45.2	\$12,550.72	44.8
VETERANS AFFAIRS	\$874,546.68	3,760.1	\$873,328.64	5,714.2	\$291,833.06	1,587.9
WORKFORCE DEVELOPMENT	\$192,409.58	689.3	\$92,262.77	491.9	\$74,208.16	404.6
GRAND TOTALS	\$22,956,025.07	95,001.5	\$18,471,644.21	125,291.5	\$8,013,979.61	52,566.0

* Formerly part of other department and now are their own department

** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services & Iowa Department of Transportation - HRIS: TMohning

Salary Increases of Executive branch employees

Fiscal Year	Steps	Contract Covered (AFSCME only)			Non-Contract		
		Across-the-Board		Steps	Across-the-Board	Merit Steps	
1982	7 TO 6	8.0%	(a)	None	8.0%	None	
1983	6	8.0%		None	8.0%	None	
1984	6	0.0%		None	0.0%	None	
1985	6	4.0%		+ Step	4.0%	+ Merit Step	
1986	6	1.0%		+ Step	1.0%	+ Merit Step	
1987	6	1.0%		+ Step	1.0%	+ Merit Step	
1988	6	2.0%		+ Step	2.0%	+ Merit Step	
1989	6	4.0%		+ Step	4.0%	+ Merit Step	
1990	6	3.5%		+ Step	3.5%	+ Merit Step	
1991	6	5.0%		+ Step	5.0%	+ Merit Step	
1992	6	5.0%	(c)	+ Step	0.0%	None	
1993	6	4.0%		+ Step	(b)	7.5%	+ Merit Step
1994	6	PLUS \$650		+ Step		PLUS \$650	+ Merit Step
1995	6	4.0%	(d)	+ Step		4.0%	+ Merit Step (d)
1996	6	3.0%		+ Step		3.0%	+ Merit Step
1997	6	2.5%		+ Step	(e)	2.5%	+ Merit Step (e)
1998	6	3.0%		+ Step		3.0%	+ Merit Step
1999	6	3.0%		+ Step		3.0%	+ Merit Step
2000	6 TO 7	0.0%	(f)	+ Step		3.0%	+ Merit Step
2001	7 TO 8	2.6%	(g)	+ Step		3.0%	+ Merit Step
2002	8	3.0%		+ Step		3.0%	+ Merit Step (h)
2003	Min/Max	3.0%	(i) (j)	+ 4.0%		3.0%	+ Merit Step
2004	Min/Max	2.0%		+ 4.5%		2.0%	+ Merit Step
2005	Min/Max	2.0%	(k)	+ 4.5%		2.0%	+ Merit Step
2006	Min/Max	0.0%	(l)	+ 4.5%		0.0%	+ Merit Step
2007	Min/Max	2.0%		+ 4.5%		2.0%	+ Merit Step

- (a) Includes both Across-the-Board and Step increases
- (b) Contractual employees received a \$400 bonus in December 1992
- (c) 3.0% effective July 1, 1991 and 2.0% effective January 1, 1992
- (d) 2.0% effective July 1, 1994 and 2.0% effective January 1, 1994
- (e) A one-time \$300 payment for full-time employees at the top step was provided in December 1996. Part-time employees at the top step received a one-time \$150 payment
- (f) Increased the number of steps but retained the minimums and maximums. The increased step was equivalent to a 3.0% ATB
- (g) The maximum was increased on average by 3.2% due to the 8th step
- (h) Non-Contract Pay plan merged to 000 and ranges matched to AFSCME 014 Pay Plan
- (i) All AFSCME plans merged into 014 and maximums were increased by 4.0%
- (j) FY03 increase was effective November 1, 2002
- (k) 2.0% added to Non-Contract/AFSCME range maximums January 1, 2005
- (l) 2.5% added to Non-Contract/AFSCME range maximums April 1, 2006

NOTE: The first session of the 74th General Assembly passed salary adjustment legislation (SF 548) for Fiscal Year 1992 fully funded the arbitrated agreements for contract employees and provided a 2.0% Across-the-Board increase for non-contract employees. The Governor item vetoed the increase and was taken to court by the unions. The Iowa Supreme Court found in favor of the unions. The second session of the 74th General Assembly passed salary adjustment legislation (SF 2393) which fully funded the arbitrated agreements for contract employees and provided back pay for Fiscal Year 1992. Non-Contract employees received no back pay, but were given 7.5% increases for Fiscal Year 1992.

Source: Iowa Department of Administrative Services, JGroff.

EEO-4 Protective Service Sworn - Occupations in which workers are entrusted with public safety, security and protection from destructive forces.

EEO-5 Protective Service: Non-Sworn - Occupations which include crossing guards, lifeguards and other protective service occupations.

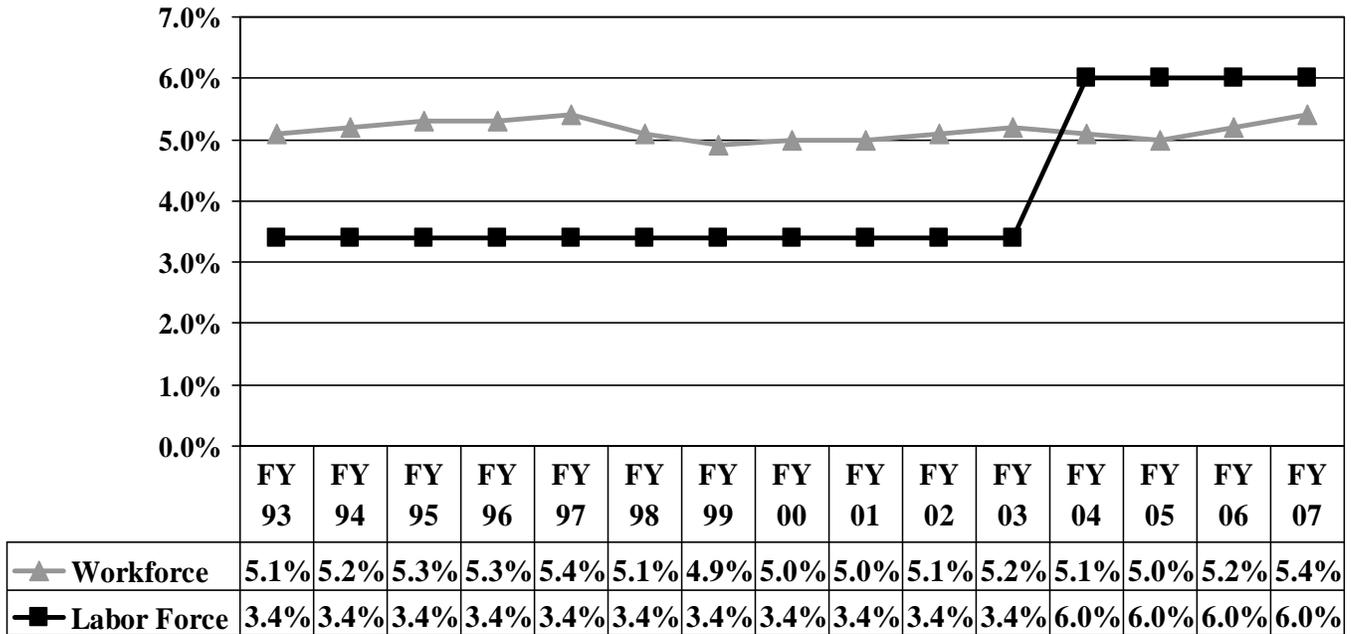
EEO-6 Administrative Support - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

EEO-7 Skilled Craft - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on-the-job training and experience or through apprenticeship or other formal training programs.

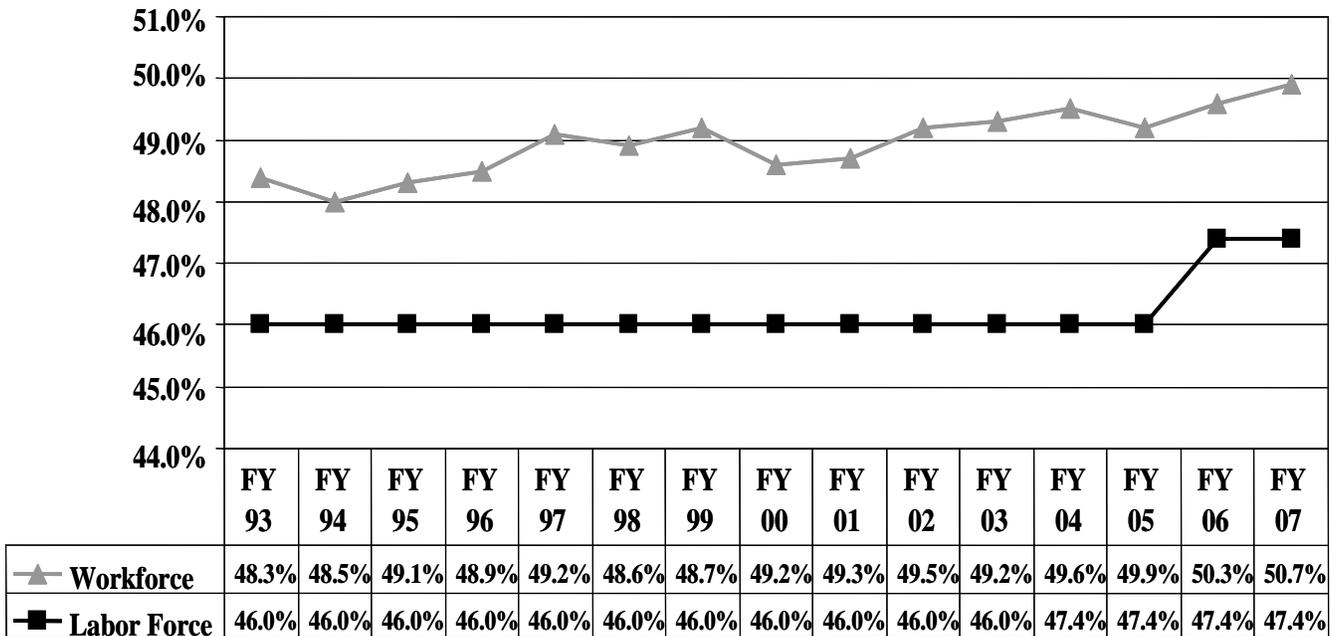
EEO-8 Service Maintenance - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

Executive Branch Workforce in Comparison to Iowa's Labor Force

RACIAL/ETHNIC MINORITIES



FEMALES



Note: Labor force numbers reflect the 2000 U.S. Census data, specific to Iowa, utilized as of FY04.

Source: Iowa Department of Administrative Services - Affirmative Action Year End Report, Jellis

Executive Branch Full-Time Employees by Gender by Department

DEPARTMENT	FY00 Male	FY00 Female	FY01 Male	FY01 Female	FY02 Male	FY02 Female	FY03 Male	FY03 Female
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*
AGRICULTURE	233	207	230	202	196	185	197	188
ALCOHOLIC BEVERAGES	**	**	**	**	**	**	**	**
AUDITOR	47	81	52	65	44	57	49	54
BANKING	**	**	**	**	**	**	**	**
BLIND	39	60	39	61	37	58	40	60
CIVIL RIGHTS	14	18	15	21	15	20	11	17
COLLEGE AID	10	25	12	23	13	23	13	24
COMMERCE	170	146	166	148	155	138	133	130
CORRECTIONS	2,133	936	2,130	944	2,006	857	2,093	884
CREDIT UNION	**	**	**	**	**	**	**	**
CULTURAL AFFAIRS	40	45	36	47	33	37	29	34
ECONOMIC DEVELOPMENT***	71	114	74	116	70	131	76	131
EDUCATION	195	396	193	420	189	423	188	411
ELDER AFFAIRS	3	23	6	25	9	20	9	20
ETHICS/CAMPAIGN DISCLOSURE	1	7	1	7	1	4	1	5
FINANCE AUTHORITY	**	**	**	**	**	**	**	**
GENERAL SERVICES	130	82	134	72	114	60	105	57
GOVERNOR'S OFFICE	18	29	18	29	19	25	14	25
HUMAN RIGHTS	17	31	20	32	20	31	19	32
HUMAN SERVICES	1,475	3,953	1,473	4,004	1,412	3,724	1,384	3,654
INFORMATION TECHNOLOGY	81	63	78	58	66	47	69	47
INSPECTIONS AND APPEALS	178	290	181	300	173	283	169	290
INSURANCE	**	**	**	**	**	**	**	**
IOWA COMMUNICATIONS NTRWK	49	44	56	43	55	42	56	39
IOWA PUBLIC TELEVISION	80	55	80	49	73	50	66	46
IPERS	**	**	**	**	**	**	**	**
JUSTICE	87	121	91	127	85	125	98	128
LAW ENFORCEMENT ACADEMY	17	12	18	13	17	13	15	12
LOTTERY	**	**	**	**	**	**	**	**
MANAGEMENT	18	13	17	13	15	12	15	12
NATURAL RESOURCES	635	201	662	202	653	200	668	212
PAROLE	5	7	5	7	4	7	4	6
PERSONNEL	61	98	58	101	56	92	59	92
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**
PUBLIC DEFENSE	209	67	224	70	233	73	253	74
PUBLIC EMPLOYMENT RELATIONS	6	6	6	6	4	5	5	5
PUBLIC HEALTH	102	244	113	260	108	264	105	292
PUBLIC SAFETY	733	210	741	205	698	200	669	192
REVENUE**	270	296	265	295	231	260	225	248
SECRETARY OF STATE	11	29	12	29	7	23	7	27
TRANSPORTATION	2,676	893	2,655	878	2,346	793	2,379	784
TREASURER	7	14	6	15	7	17	5	16
UTILITIES	**	**	**	**	**	**	**	**
VETERAN'S AFFAIRS	127	635	129	625	130	603	131	605
WORKFORCE DEVELOPMENT	330	517	322	529	272	485	271	494
GRAND TOTAL	10,278	9,968	10,318	10,041	9,566	9,387	9,630	9,347

* Department not in existence at the time.

** Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

*** Former individual departments, which now make up the Department of Administrative Services.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employees by Gender, by Department (cont.)

DEPARTMENT	FY04 Male	FY04 Female	FY05 Male	FY05 Female	FY06 Male	FY06 Female	FY07 Male	FY07 Female
ADMINISTRATIVE SERVICES	216	150	211	155	207	160	210	165
AGRICULTURE	196	185	197	183	200	185	198	184
ALCOHOLIC BEVERAGES	**	**	31	20	30	20	40	21
AUDITOR	44	56	52	60	50	57	55	51
BANKING	**	**	42	20	43	21	41	23
BLIND	41	61	39	60	37	60	34	58
CIVIL RIGHTS	11	16	9	14	10	13	9	14
COLLEGE AID	13	23	13	28	10	31	12	34
COMMERCE	166	142	****	****	****	****	****	****
CORRECTIONS	2,069	870	2,018	853	2,046	874	2,110	969
CREDIT UNION	**	**	8	8	8	7	7	6
CULTURAL AFFAIRS	28	37	27	37	28	42	28	43
ECONOMIC DEVELOPMENT***	82	134	51	80	45	82	49	82
EDUCATION	194	415	185	407	189	407	173	400
ELDER AFFAIRS	8	16	8	20	6	26	5	27
ETHICS/CAMPAIGN DISCLOSURE	1	5	1	5	1	5	1	4
FINANCE AUTHORITY	**	**	35	51	35	51	32	51
GENERAL SERVICES	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	13	27	13	27	13	27	16	23
HUMAN RIGHTS	22	32	22	35	23	32	22	30
HUMAN SERVICES	1,394	3,752	1,410	3,827	1,472	4,048	1,491	4,134
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	178	296	189	299	195	310	201	313
INSURANCE	**	**	37	47	34	53	34	54
IOWA COMMUNICATIONS NTWRK	58	38	54	36	52	28	53	31
IOWA PUBLIC TELEVISION	69	47	67	43	67	49	68	48
IPERS	33	53	32	51	33	53	29	53
JUSTICE*****	85	122	88	115	89	115	92	127
LAW ENFORCEMENT ACADEMY	15	12	15	12	14	13	14	13
LOTTERY	66	42	66	42	67	45	67	44
MANAGEMENT	16	12	16	11	16	12	18	12
NATURAL RESOURCES	660	238	665	247	675	253	679	266
PAROLE	4	7	3	7	3	7	3	8
PERSONNEL	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	**	**	3	7	4	8	3	11
PUBLIC DEFENSE	279	87	287	86	277	84	275	79
PUBLIC EMPLOYMENT RELATIONS	5	5	5	5	5	4	5	4
PUBLIC HEALTH	104	284	106	288	110	300	105	302
PUBLIC SAFETY	642	196	653	194	740	208	738	215
REVENUE**	155	204	157	212	158	215	152	210
SECRETARY OF STATE	8	27	10	29	10	30	8	28
TRANSPORTATION	2,374	782	2,339	773	2,339	773	2,287	758
TREASURER	7	17	4	18	4	19	4	20
UTILITIES*****	**	**	52	38	51	38	53	36
VETERAN'S AFFAIRS	141	628	145	634	147	652	154	659
WORKFORCE DEVELOPMENT	275	508	261	492	264	502	265	514
GRAND TOTAL	9,672	9,526	9,626	9,576	9,807	9,919	9,840	10,124

* Department not in existence at the time.

** Formerly part of other department and now are their own department (IPERS, Revenue & Lottery).

*** Former individual departments, which now make up the Department of Administrative Services.

**** Commerce is now reported individually by division.

***** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2007

	Category 1 Official/Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Males	936	2,848	942	2,629
% Chg from FY '06	-1.6%	-1.3%	-2.4%	3.2%
Females	822	4,055	1,356	484
% Chg from FY '06	2.1%	2.7%	2.1%	9.8%
Totals	1,758	6,903	2,298	3,113
% Chg from FY '06	60.4%	5.1%	7.2%	7.3%

	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Males	0	172	1,644	663
% Chg from FY '06	0%	-3.4%	-0.4%	6.1%
Females	0	2,078	54	1,274
% Chg from FY '06	0.0%	0.0%	-5.3%	1.1%
Totals	0	2,250	1,698	1,937
% Chg from FY '06	0.0%	3.0%	2.2%	141.5%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: With the beginning of FY06, the State's analysis of underutilization calculations started using the 2000 U.S. Census labor force data. One of the revisions necessitated by this change was that the labor force data was mapped to revised EEO categories. When the Equal Employment Opportunity Commission revised its EEO-4 (State and Local Government) Categories, it eliminated the Paraprofessional category and revised the Protective Services Category to include Sworn and Non-Sworn. The result is that the FY06 workforce count shows no employees in the Paraprofessional category.

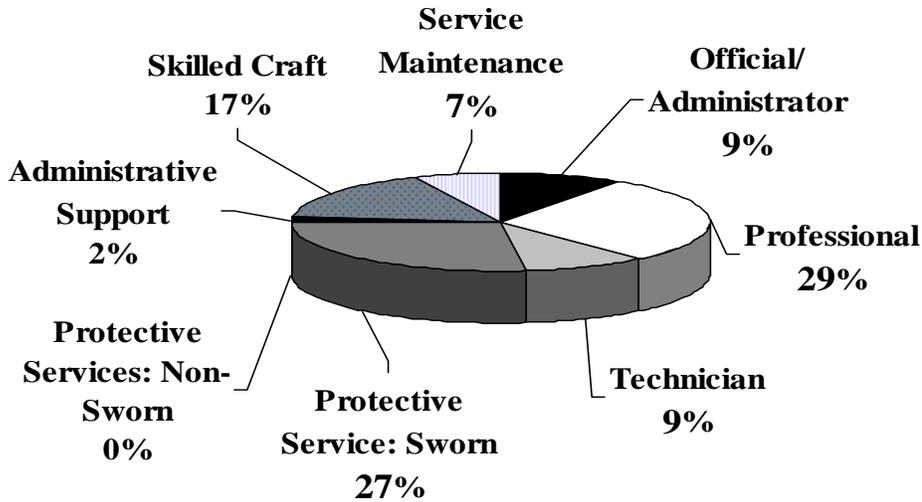
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

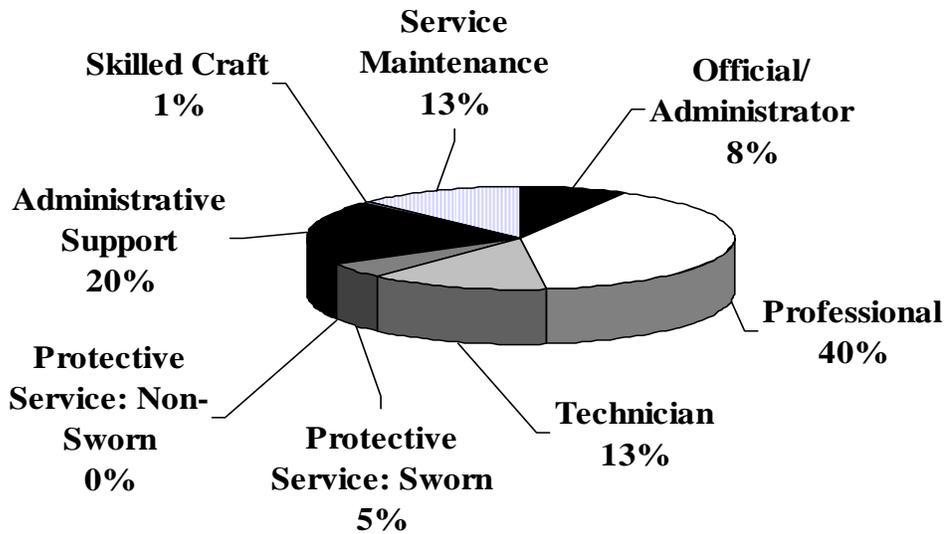
Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2007

Males (Total = 9,834)



Females (Total = 10,123)



EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

NOTE: Percentages are rounded and may not total 100%. -Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson.

Executive Branch Full-Time Minority Employees by Department

Department	FY 00 Total Employees	FY 00 Total Minority Employees	FY 00 Minority Employee Percentage	FY 01 Total Employees	FY 01 Total Minority Employees	FY 01 Minority Employee Percentage	FY 02 Total Employees	FY 02 Total Minority Employees	FY 02 Minority Employee Percentage	FY 03 Total Employees	FY 03 Total Minority Employees	FY 03 Minority Employee Percentage
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	*	*	*
AGRICULTURE	440	8	1.82%	432	9	2.08%	381	5	1.31%	385	5	1.30%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	****	****	****	****	****	****
AUDITOR	128	0	0.00%	117	0	0.00%	101	0	0.00%	103	0	0.00%
BANKING	****	****	****	****	****	****	****	****	****	****	****	****
BLIND	99	5	5.05%	100	4	4.00%	95	4	4.21%	100	5	5.00%
CIVIL RIGHTS	32	14	43.75%	36	16	44.44%	35	16	45.71%	28	11	39.29%
COLLEGE AID	35	1	2.86%	35	2	5.71%	36	2	5.56%	37	2	5.41%
COMMERCE	316	14	4.43%	314	15	4.78%	293	13	4.44%	287	13	4.53%
CORRECTIONS	3,069	151	4.92%	3,074	147	4.78%	2,863	138	4.82%	2,977	146	4.90%
CREDIT UNION	****	****	****	****	****	****	****	****	****	****	****	****
CULTURAL AFFAIRS	85	3	3.53%	83	3	3.61%	70	3	4.29%	63	1	1.59%
ECONOMIC DEVELOPMENT	185	8	4.32%	190	11	5.79%	201	10	4.98%	207	11	5.31%
EDUCATION	591	40	6.77%	613	44	7.18%	612	41	6.70%	599	38	6.34%
ELDER AFFAIRS	26	2	7.69%	31	2	6.45%	29	1	3.45%	29	1	3.45%
ETHICS/CAMPAIGN DISCLOSURE	8	0	0.00%	8	0	0.00%	5	0	0.00%	6	0	0.00%
FINANCE AUTHORITY	**	**	**	**	**	**	**	**	**	**	**	**
GENERAL SERVICES	212	32	15.09%	206	33	16.02%	174	25	14.37%	162	23	14.20%
GOVERNOR'S OFFICE	47	6	12.77%	47	5	10.64%	44	4	9.09%	39	4	10.26%
HUMAN RIGHTS	48	5	10.42%	52	5	9.62%	51	4	7.84%	51	4	7.84%
HUMAN SERVICES	5,428	238	4.38%	5,477	236	4.31%	5,136	227	4.42%	5,038	230	4.57%
INFORMATION TECHNOLOGY	144	12	8.33%	136	10	7.35%	113	5	4.42%	116	7	6.03%
INSPECTIONS AND APPEALS	468	28	5.98%	481	25	5.20%	456	24	5.26%	459	27	5.88%
INSURANCE	****	****	****	****	****	****	****	****	****	****	****	****
IOWA COMMUNICATIONS NTRWK	93	5	5.38%	99	4	4.04%	97	6	6.19%	95	6	6.32%
IOWA PUBLIC TELEVISION	135	3	2.22%	129	3	2.33%	123	3	2.44%	112	2	1.79%
IPERS**	*	*	*	*	*	*	*	*	*	*	*	*
JUSTICE	208	4	1.92%	218	4	1.83%	210	3	1.43%	202	3	1.49%
LAW ENFORCEMENT ACADEMY	29	0	0.00%	31	0	0.00%	30	0	0.00%	27	0	0.00%
LOTTERY**	*	*	*	*	*	*	*	*	*	*	*	*
MANAGEMENT	31	1	3.23%	30	1	3.33%	27	1	3.70%	27	1	3.70%
NATURAL RESOURCES	836	42	5.02%	864	43	4.98%	853	47	5.51%	880	46	5.23%
PAROLE	12	2	16.67%	12	2	16.67%	11	2	18.18%	10	2	20.00%
PERSONNEL	159	11	6.92%	159	11	6.92%	148	10	6.76%	151	9	5.96%
PROFESSIONAL LICENSING	**	**	**	**	**	**	****	****	****	****	****	****
PUBLIC DEFENSE	276	10	3.62%	294	12	4.08%	306	13	4.25%	327	17	5.20%
PUBLIC EMPLOYMENT RELATIONS	12	0	0.00%	12	0	0.00%	9	0	0.00%	10	0	0.00%
PUBLIC HEALTH	346	16	4.62%	373	20	5.36%	372	26	6.99%	397	26	6.55%
PUBLIC SAFETY	943	30	3.18%	946	28	2.96%	898	28	3.12%	861	30	3.48%
REVENUE**	566	34	6.01%	560	36	6.43%	491	28	5.70%	473	26	5.50%
SECRETARY OF STATE	40	3	7.50%	41	4	9.76%	30	2	6.67%	34	3	8.82%
TRANSPORTATION	3,569	157	4.40%	3,533	153	4.33%	3,139	145	4.62%	3,163	147	4.65%
TREASURER	21	0	0.00%	21	0	0.00%	24	0	0.00%	21	0	0.00%
UTILITIES	****	****	****	****	****	****	****	****	****	****	****	****
VETERAN'S AFFAIRS	762	27	3.54%	754	26	3.45%	733	24	3.27%	736	27	3.67%
WORKFORCE DEVELOPMENT	847	102	12.04%	851	108	12.69%	757	97	12.81%	765	105	13.73%
GRAND TOTALS	20,246	1,014	5.01%	20,359	1,022	5.02%	18,953	957	5.05%	18,977	978	5.15%

* Department not in existence at the time.

** Formerly part of other department and now are their own department.

*** Former individual departments, which now make up the Department of Administrative Services.

**** Commerce is now reported individually by division.

NOTE: Minority Status based on self-report during orientation of new employees. If Minority Status undeclared than record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson.

Executive Branch Full-Time Minority Employees by Department (cont.)

Department	FY 04 Total Employees	FY 04 Total Minority Employees	FY 04 Minority Employee Percentage	FY 05 Total Employees	FY 05 Total Minority Employees	FY 05 Minority Employee Percentage	FY 06 Total Employees	FY 06 Total Minority Employees	FY 06 Minority Employee Percentage	FY 07 Total Employees	FY 07 Total Minority Employees	FY 07 Minority Employee Percentage
ADMINISTRATIVE SERVICES	366	34	9.29%	366	34	9.29%	367	33	8.99%	375	33	8.80%
AGRICULTURE	381	5	1.31%	380	6	1.58%	385	6	1.56%	382	7	1.83%
ALCOHOLIC BEVERAGES	****	****	****	51	1	1.96%	50	1	2.00%	61	3	4.92%
AUDITOR	100	0	0.00%	112	0	0.00%	107	1	0.93%	106	1	0.94%
BANKING	****	****	****	62	1	1.61%	64	1	1.56%	64	2	3.13%
BLIND	102	5	4.90%	99	5	5.05%	97	5	5.15%	92	6	6.52%
CIVIL RIGHTS	27	10	37.04%	23	8	34.78%	23	8	34.78%	23	7	30.43%
COLLEGE AID	36	1	2.78%	41	1	2.44%	41	1	2.44%	46	3	6.52%
COMMERCE	308	13	4.22%	****	****	****	****	****	****	****	****	****
CORRECTIONS	2,939	146	4.97%	2,871	139	4.84%	2,920	148	5.07%	3,079	166	5.39%
CREDIT UNION	****	****	****	16	0	0.00%	15	0	0.00%	13	0	0.00%
CULTURAL AFFAIRS	65	1	1.54%	64	1	1.56%	70	2	2.86%	71	2	2.82%
ECONOMIC DEVELOPMENT	216	11	5.09%	131	9	6.87%	127	8	6.30%	131	9	6.87%
EDUCATION	609	38	6.24%	592	36	6.08%	596	34	5.70%	573	32	5.58%
ELDER AFFAIRS	24	1	4.17%	28	1	3.57%	32	1	3.13%	32	1	3.13%
ETHICS/CAMPAIGN DISCLOSURE	6	0	0.00%	6	0	0.00%	6	0	0.00%	5	0	0.00%
FINANCE AUTHORITY	**	**	**	86	3	3.49%	86	3	3.49%	83	4	4.82%
GENERAL SERVICES	***	***	***	***	***	***	***	***	***	***	***	***
GOVERNOR'S OFFICE	40	4	10.00%	40	2	5.00%	40	5	12.50%	39	4	10.26%
HUMAN RIGHTS	54	6	11.11%	57	5	8.77%	55	6	10.91%	52	7	13.46%
HUMAN SERVICES	5,146	233	4.53%	5,237	239	4.56%	5,520	260	4.71%	5,625	274	4.87%
INFORMATION TECHNOLOGY	***	***	***	***	***	***	***	***	***	***	***	***
INSPECTIONS AND APPEALS	474	23	4.85%	488	28	5.74%	505	30	5.94%	514	32	6.23%
INSURANCE	****	****	****	84	8	9.52%	87	9	10.34%	88	10	11.36%
IOWA COMMUNICATIONS NTRWK	96	6	6.25%	90	5	5.56%	80	5	6.25%	84	7	8.33%
IOWA PUBLIC TELEVISION	116	2	1.72%	110	2	1.82%	116	2	1.72%	116	1	0.86%
IPERS**	86	5	5.81%	83	6	7.23%	86	7	8.14%	82	8	9.76%
JUSTICE****	207	4	1.93%	203	6	2.96%	204	5	2.45%	241	9	3.73%
LAW ENFORCEMENT ACADEMY	27	0	0.00%	27	0	0.00%	27	0	0.00%	27	0	0.00%
LOTTERY**	108	5	4.63%	108	5	4.63%	112	6	5.36%	111	5	4.50%
MANAGEMENT	28	1	3.57%	27	2	7.41%	28	2	7.14%	30	2	6.67%
NATURAL RESOURCES	898	44	4.90%	912	46	5.04%	928	50	5.39%	945	51	5.40%
PAROLE	11	2	18.18%	10	2	20.00%	10	3	30.00%	11	3	27.27%
PERSONNEL	***	***	***	***	***	***	***	***	***	***	***	***
PROFESSIONAL LICENSING	****	****	****	10	0	0.00%	12	1	8.33%	14	0	0.00%
PUBLIC DEFENSE	366	18	4.92%	373	17	4.56%	361	17	4.71%	354	17	4.80%
PUBLIC EMPLOYMENT RELATIONS	10	0	0.00%	10	0	0.00%	9	0	0.00%	9	0	0.00%
PUBLIC HEALTH	388	24	6.19%	394	26	6.60%	410	29	7.07%	407	26	6.39%
PUBLIC SAFETY	838	29	3.46%	847	27	3.19%	948	30	3.16%	953	32	3.36%
REVENUE**	359	21	5.85%	369	22	5.96%	373	24	6.43%	362	24	6.63%
SECRETARY OF STATE	35	3	8.57%	39	3	7.69%	40	4	10.00%	36	2	5.56%
TRANSPORTATION	3,156	145	4.59%	3,112	137	4.40%	3,112	138	4.43%	3,045	135	4.43%
TREASURER	24	0	0.00%	22	0	0.00%	23	0	0.00%	24	0	0.00%
UTILITIES****	****	****	****	90	7	7.78%	89	8	8.99%	67	7	10.45%
VETERAN'S AFFAIRS	769	30	3.90%	779	24	3.08%	799	29	3.63%	813	32	3.94%
WORKFORCE DEVELOPMENT	783	106	13.54%	753	104	13.81%	766	107	13.97%	779	120	15.40%
GRAND TOTALS	19,198	976	5.08%	19,202	968	5.04%	19,726	1,029	5.22%	19,964	1,084	5.43%

* Department not in existence at the time.

** Formerly part of other department and now are their own department.

*** Former individual departments, which now make up the Department of Administrative Services.

**** Commerce is now reported individually by division.

***** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

NOTE: Minority Status based on self-report during orientation of new employees. If Minority Status Undeclared, record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2007

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Non-Minority	1,668	6,327	2,157	2,951
% Chg from FY '06	-0.5%	0.5%	-0.5%	4.0%
Minority	65	446	105	147
% Chg from FY '06	4.8%	8.3%	9.4%	7.3%
Declined to Respond	25	130	36	15
Totals	1,758	6,903	2,298	3,113
% Chg from FY '06	0.1%	1.0%	0.2%	4.2%

	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Non-Minority	0	2,062	1,615	1,719
% Chg from FY '06	0.0%	-0.1%	-0.6%	0.0%
Minority	0	166	67	88
% Chg from FY '06	0.0%	-2.4%	-4.3%	7.3%
Declined to Respond	0	22	16	130
Totals	0	2,250	1,698	1,937
% Chg from FY '06	0.0%	-0.3%	-0.5%	2.8%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

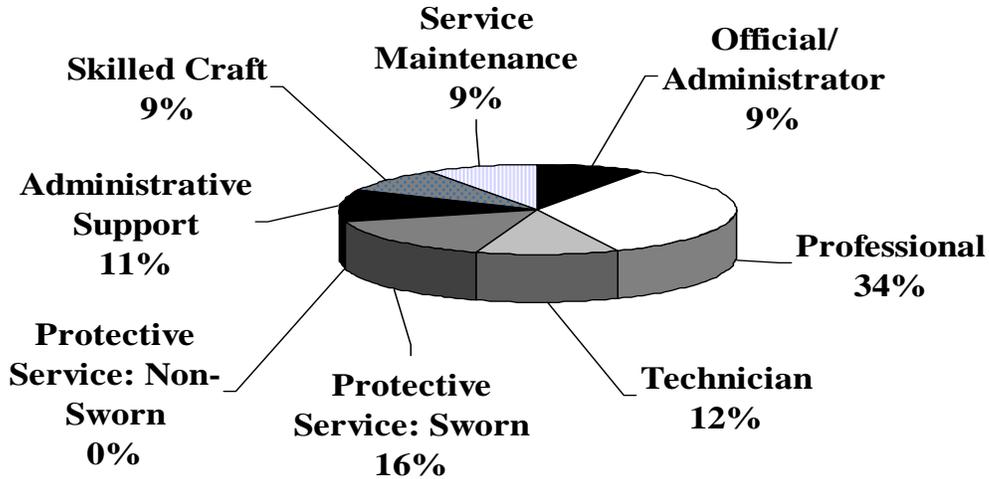
NOTE: Minority Status based on self-report during orientation of new employees.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

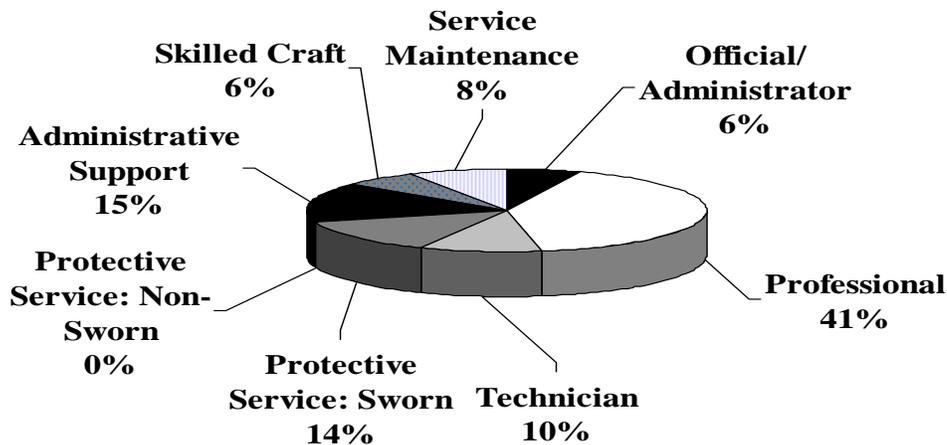
Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson.

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2007

Non-Minority
(Total=18,499)



Minority (Total=1,084)



Individuals who declined to respond were left out of these calculations.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: Percentages are rounded and may not equal 100%.

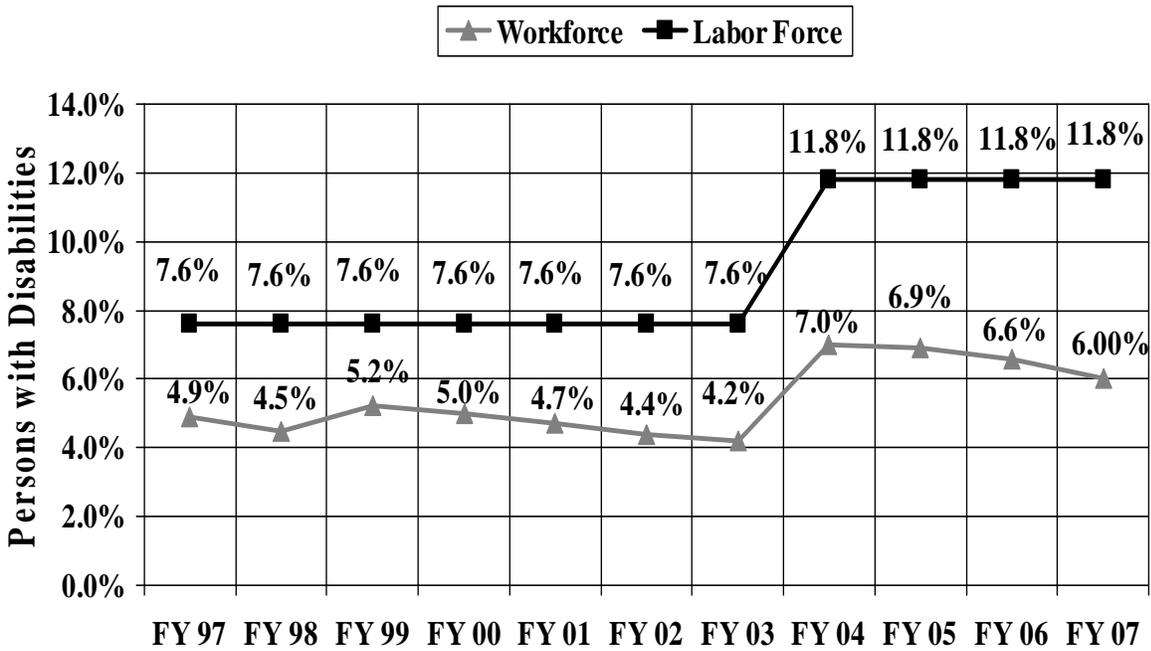
NOTE: By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

NOTE: Minority Status based on self-report during orientation of new employees.

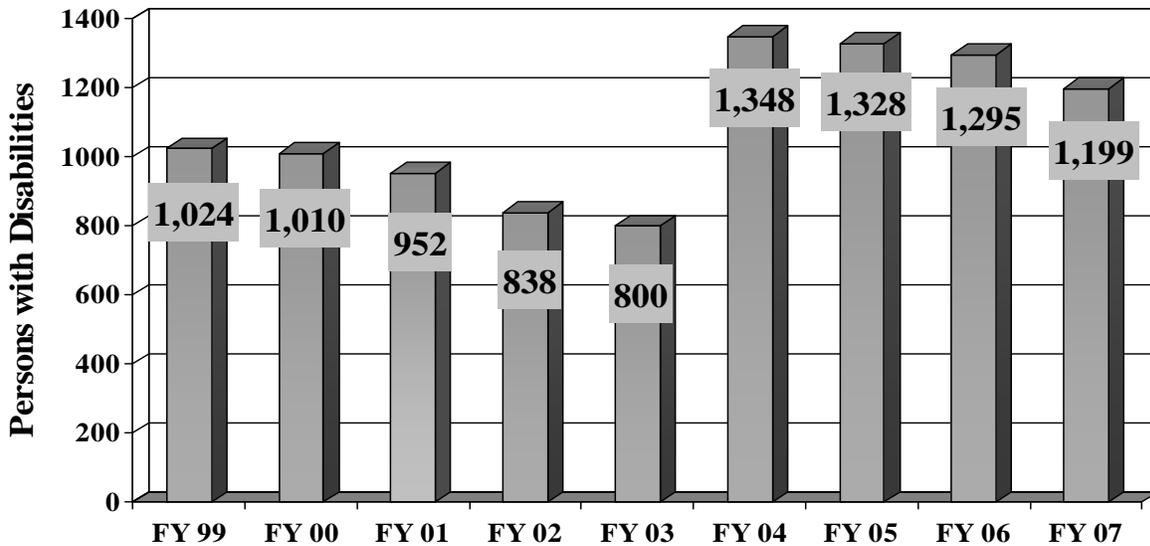
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Employees with Disabilities in the Executive Branch Workforce Compared to Iowa's Labor Force



Executive Branch Full-Time Employees with Disabilities



NOTE: Disability status based on self-report during orientation of new employees. Reporting not required.

NOTE: Workforce re-surveyed in FY04.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2007

DEPARTMENT	Vacation Earned Value	Vacation Days Earned	Vacation Taken Expense	Vacation Days Taken
ADMINISTRATIVE SERVICES	\$1,765,714.93	7,649.6	\$1,673,796.61	7,760.6
AGRICULTURE	\$1,481,926.61	8,058.9	\$1,389,024.06	7,663.7
ALCOHOLIC BEVERAGES*	\$161,986.12	909.6	\$152,479.50	841.4
AUDITOR	\$425,364.15	1,817.5	\$364,191.23	1,506.8
BANKING*	\$449,591.20	1,469.0	\$408,813.30	1,430.3
BLIND	\$370,216.41	1,938.4	\$344,072.00	1,817.6
CIVIL RIGHTS	\$115,123.54	541.0	\$110,352.86	548.7
COLLEGE AID	\$149,577.35	814.1	\$130,707.31	769.9
CORRECTIONS	\$10,747,114.30	57,178.2	\$10,001,511.84	52,749.8
CREDIT UNION*	\$71,384.85	286.8	\$65,879.28	265.6
CULTURAL AFFAIRS	\$285,801.16	1,436.2	\$238,622.91	1,193.3
ECONOMIC DEVELOPMENT	\$602,589.28	2,592.2	\$604,213.54	2,704.3
EDUCATION	\$2,766,319.62	12,322.8	\$2,652,080.12	12,064.3
ELDER AFFAIRS	\$133,795.72	624.8	\$117,667.44	563.6
ETHICS/CAMPAIGN DISCLOSURE	\$25,508.22	125.2	\$27,509.33	144.6
FINANCE AUTHORITY*	\$369,321.87	1,605.6	\$317,074.12	1,454.0
GOVERNOR'S OFFICE	\$138,032.52	631.9	\$104,196.19	516.2
HUMAN RIGHTS	\$231,787.39	1,101.6	\$214,732.38	1,105.5
HUMAN SERVICES	\$20,047,095.66	114,104.0	\$18,977,044.98	109,151.8
INSPECTIONS AND APPEALS	\$2,537,044.85	10,721.3	\$2,377,677.62	10,029.7
INSURANCE*	\$429,383.84	1,842.6	\$389,923.66	1,801.3
IOWA COMMUNICATIONS NTWK	\$400,268.08	1,597.9	\$379,250.87	1,463.6
IOWA PUBLIC TELEVISION	\$534,170.65	2,448.3	\$522,483.56	2,408.5
IPERS*	\$396,658.57	1,692.0	\$367,413.38	1,619.7
JUSTICE**	\$1,435,435.80	4,798.7	\$1,344,816.77	4,511.5
LAW ENFORCEMENT ACADEMY	\$123,870.51	594.4	\$101,639.96	495.4
LOTTERY*	\$538,221.04	2,507.9	\$511,562.08	2,531.0
MANAGEMENT	\$195,702.81	632.0	\$180,542.07	588.3
NATURAL RESOURCES	\$4,074,394.85	18,906.3	\$3,722,677.89	17,157.1
PAROLE	\$49,741.47	224.5	\$45,446.68	199.8
PROFESSIONAL LICENSING*	\$68,854.70	287.4	\$65,017.96	287.2
PUBLIC DEFENSE	\$1,299,461.03	7,025.1	\$1,222,517.56	6,551.9
PUBLIC EMPLOYMENT RELATIONS	\$60,193.55	202.7	\$65,326.55	217.2
PUBLIC HEALTH	\$1,740,574.97	7,854.5	\$1,639,636.28	7,319.7
PUBLIC SAFETY	\$3,879,182.30	18,093.2	\$3,588,780.23	17,259.1
REVENUE*	\$1,722,047.41	8,065.1	\$1,633,364.38	7,743.8
SECRETARY OF STATE	\$150,339.13	750.7	\$127,788.96	726.0
TRANSPORTATION	\$13,340,032.00	92,781.4	\$12,166,222.34	83,360.1
TREASURER	\$90,946.75	421.1	\$81,932.36	367.5
UTILITIES*	\$412,063.37	1,475.5	\$359,777.93	1,390.1
VETERANS AFFAIRS	\$2,719,116.66	16,300.1	\$2,451,934.62	15,029.2
WORKFORCE DEVELOPMENT	\$3,323,583.27	16,472.4	\$3,111,189.34	15,488.8
GRAND TOTALS	\$79,859,538.51	430,902.5	\$74,350,892.05	402,798.5

* Formerly part of other department and now are their own department.

** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services & Iowa Department of Transportation - HRIS: TMohning

Executive Branch Full-Time Sick Leave, Expenditures & Usage, Fiscal Year 2007

DEPARTMENT	Sick Leave Earned Value	Sick Leave Earned Days	Regular Sick Leave Taken Expense	Regular Sick Leave Taken Days	Converted Sick Leave Expense	Converted Sick Leave Days
ADMINISTRATIVE SERVICES	\$1,294,048.48	5,996.2	\$596,778.27	2,949.5	\$184,450.40	759.5
AGRICULTURE	\$1,067,267.30	6,143.3	\$435,676.99	2,602.4	\$193,528.52	965.5
ALCOHOLIC BEVERAGES*	\$150,736.61	918.7	\$79,626.38	495.3	\$3,999.32	20.0
AUDITOR	\$344,901.31	1,671.5	\$111,680.26	563.0	\$64,967.60	266.9
BANKING*	\$303,119.23	1,088.7	\$86,304.10	326.7	\$106,871.68	338.5
BLIND	\$278,530.54	1,552.5	\$161,693.39	956.4	\$54,082.04	271.0
CIVIL RIGHTS	\$66,444.14	330.4	\$46,981.11	242.8	\$13,752.96	58.5
COLLEGE AID	\$139,817.28	769.7	\$47,520.45	282.2	\$14,030.88	77.0
CORRECTIONS	\$8,455,007.68	47,453.2	\$5,428,844.40	29,799.4	\$597,973.76	2,900.5
CREDIT UNION*	\$58,742.24	250.7	\$13,919.32	64.6	\$25,889.96	94.5
CULTURAL AFFAIRS	\$222,423.18	1,217.6	\$97,381.25	535.0	\$51,325.08	242.5
ECONOMIC DEVELOPMENT	\$490,180.96	2,198.3	\$231,285.66	1,075.6	\$78,984.04	317.5
EDUCATION	\$2,020,557.16	9,196.8	\$1,079,412.85	5,177.2	\$191,653.77	873.5
ELDER AFFAIRS	\$113,224.96	547.2	\$57,398.31	282.2	\$22,645.84	98.7
ETHICS/CAMPAIGN DISCLOSURE	\$19,703.66	100.8	\$6,311.12	35.8	\$6,848.40	30.0
FINANCE AUTHORITY*	\$344,717.88	1,477.6	\$132,415.29	623.5	\$82,822.16	300.0
GOVERNOR'S OFFICE	\$138,293.96	656.5	\$42,644.92	218.4	\$34,117.56	121.5
HUMAN RIGHTS	\$176,858.30	891.3	\$84,818.24	438.2	\$36,543.96	175.3
HUMAN SERVICES	\$13,756,195.54	85,366.0	\$7,681,520.36	47,539.7	\$1,400,460.48	7,451.6
INSPECTIONS AND APPEALS	\$1,996,091.81	8,965.3	\$883,329.49	3,921.3	\$358,317.67	1,457.3
INSURANCE*	\$330,272.24	1,540.6	\$169,542.27	844.9	\$47,541.21	179.3
IOWA COMMUNICATIONS NTWK	\$350,745.95	1,413.2	\$137,003.74	564.0	\$86,528.80	300.0
IOWA PUBLIC TELEVISION	\$367,915.54	1,786.5	\$147,543.66	718.9	\$72,376.32	312.5
IPERS*	\$325,539.17	1,467.5	\$166,653.12	816.0	\$44,452.64	161.5
JUSTICE**	\$1,103,532.29	3,959.3	\$372,194.88	1,468.8	\$281,999.53	845.3
LAW ENFORCEMENT ACADEMY	\$90,138.48	463.6	\$44,864.35	238.4	\$31,735.92	144.0
LOTTERY*	\$383,506.51	1,879.8	\$129,241.72	657.5	\$147,580.56	685.5
MANAGEMENT	\$129,545.40	447.8	\$34,365.68	127.2	\$38,683.68	127.5
NATURAL RESOURCES	\$2,772,516.50	13,744.1	\$933,195.98	4,621.4	\$505,979.94	2,229.1
PAROLE	\$37,894.52	192.0	\$24,431.73	117.6	\$5,335.28	19.0
PROFESSIONAL LICENSING*	\$50,566.10	235.6	\$17,630.46	81.0	\$12,990.60	55.5
PUBLIC DEFENSE	\$1,018,526.86	5,774.3	\$728,388.75	4,063.0	\$66,130.60	341.5
PUBLIC EMPLOYMENT RELATIONS	\$40,942.64	149.4	\$18,356.40	66.3	\$9,311.88	27.5
PUBLIC HEALTH	\$1,470,970.97	6,826.7	\$729,097.03	3,554.1	\$171,742.28	682.0
PUBLIC SAFETY	\$2,366,595.81	12,374.8	\$785,174.72	3,930.5	\$84,132.56	389.0
REVENUE*	\$1,159,904.30	5,949.4	\$684,038.14	3,681.0	\$110,244.72	510.0
SECRETARY OF STATE	\$121,005.97	625.0	\$45,154.88	259.5	\$29,812.92	128.0
TRANSPORTATION	\$8,375,894.49	61,028.2	\$4,105,536.83	22,538.2	\$480,269.50	6,397.1
TREASURER	\$80,475.87	423.8	\$24,472.11	153.5	\$14,730.96	49.7
UTILITIES*	\$307,771.28	1,144.5	\$147,695.66	560.4	\$56,924.39	202.4
VETERANS AFFAIRS	\$2,280,389.91	14,509.2	\$1,507,913.03	9,632.6	\$117,504.40	666.5
WORKFORCE DEVELOPMENT	\$2,319,283.84	12,406.6	\$1,303,744.37	7,114.8	\$266,827.90	1,223.0
GRAND TOTALS	\$56,920,796.86	325,134.2	\$29,561,781.67	163,938.8	\$6,206,102.67	32,495.7

* Formerly part of other department and now are their own department.

** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services & Iowa Department of Transportation - HRIS: TMohning

Executive Branch Full-Time Other Types Leave, Expenditures & Usage, Fiscal Year 2007

DEPARTMENT	Injury Leave Taken Expense	Injury Leave Taken Days	Funeral Leave Taken Expense*	Funeral Leave Taken Days*	Jury Leave Taken Expense*	Jury Leave Taken Days*
ADMINISTRATIVE SERVICES	\$0.00	0.0	\$36,693.17	173.1	\$4,525.19	18.5
AGRICULTURE	\$540.60	3.5	\$30,635.51	185.1	\$1,471.98	9.1
ALCOHOLIC BEVERAGES**	\$0.00	0.0	\$4,602.29	33.5	\$201.08	1.4
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
BANKING**	\$0.00	0.0	\$6,418.92	20.0	\$0.00	0.0
BLIND	\$0.00	0.0	\$5,750.75	36.0	\$93.60	0.6
CIVIL RIGHTS	\$0.00	0.0	\$687.54	3.9	\$2,098.72	9.3
COLLEGE AID	\$0.00	0.0	\$1,508.88	10.2	\$396.48	2.4
CORRECTIONS	\$53,101.24	278.6	\$341,695.71	1,913.4	\$11,658.72	61.8
CREDIT UNION**	\$0.00	0.0	\$671.35	3.3	\$289.76	2.0
CULTURAL AFFAIRS	\$813.86	4.3	\$8,818.72	45.5	\$233.92	1.0
ECONOMIC DEVELOPMENT	\$0.00	0.0	\$5,763.83	26.6	\$0.00	0.0
EDUCATION	\$0.00	0.0	\$38,845.09	182.8	\$6,112.52	26.1
ELDER AFFAIRS	\$0.00	0.0	\$1,296.90	4.3	\$820.51	3.6
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$399.52	2.0	\$0.00	0.0
FINANCE AUTHORITY**	\$0.00	0.0	\$6,200.70	27.6	\$0.00	0.0
GOVERNOR'S OFFICE	\$0.00	0.0	\$3,034.63	15.7	\$740.40	3.0
HUMAN RIGHTS	\$0.00	0.0	\$2,116.74	10.5	\$367.92	2.0
HUMAN SERVICES	\$29,595.96	175.9	\$218,359.50	1,286.9	\$16,211.04	98.5
INSPECTIONS AND APPEALS	\$0.00	0.0	\$54,090.04	240.2	\$3,960.93	16.3
INSURANCE**	\$0.00	0.0	\$9,203.97	42.4	\$0.00	0.0
IOWA COMMUNICATIONS NTKW	\$345.43	1.9	\$7,565.69	31.5	\$3,595.60	16.0
IOWA PUBLIC TELEVISION	\$651.52	3.8	\$9,522.42	48.8	\$0.00	0.0
IPERS**	\$0.00	0.0	\$11,638.80	53.4	\$429.06	1.8
JUSTICE***	\$0.00	0.0	\$14,218.29	52.0	\$101.64	0.3
LAW ENFORCEMENT ACADEMY	\$0.00	0.0	\$936.08	4.5	\$0.00	0.0
LOTTERY**	\$391.19	0.9	\$10,573.85	48.1	\$1,773.72	8.5
MANAGEMENT	\$0.00	0.0	\$2,383.11	9.4	\$0.00	0.0
NATURAL RESOURCES	\$172.54	1.1	\$32,488.37	149.8	\$10,472.77	44.4
PAROLE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PROFESSIONAL LICENSING**	\$34.54	0.3	\$1,009.95	6.8	\$119.30	0.6
PUBLIC DEFENSE	\$808.43	3.5	\$5,388.31	24.0	\$529.44	3.0
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$1,816.08	6.0	\$0.00	0.0
PUBLIC HEALTH	\$1,447.80	6.4	\$27,341.21	130.8	\$1,817.30	9.0
PUBLIC SAFETY	\$16,186.53	79.6	\$0.00	0.0	\$0.00	0.0
REVENUE**	\$188.20	1.6	\$28,348.60	141.3	\$2,945.66	15.1
SECRETARY OF STATE	\$0.00	0.0	\$3,214.52	21.3	\$0.00	0.0
TRANSPORTATION	\$119,602.88	746.9	N/A	N/A	N/A	N/A
TREASURER	\$0.00	0.0	\$1,696.67	11.7	\$0.00	0.0
UTILITIES**	\$0.00	0.0	\$10,318.25	36.1	\$1,174.02	4.7
VETERANS AFFAIRS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
WORKFORCE DEVELOPMENT	\$3,632.10	20.9	\$66,173.08	340.3	\$9,659.04	51.8
GRAND TOTALS	\$227,512.82	1,329.2	\$1,011,427.04	5,378.8	\$81,800.32	410.8

* Data not available for agencies not on the HRIS time-reporting system.

** Formerly part of other department and now are their own department

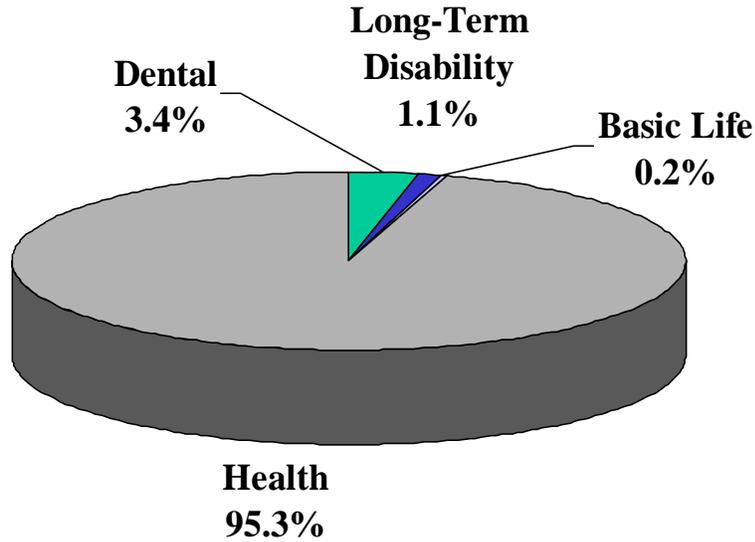
*** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

NOTE: Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services & Iowa Department of Transportation - HRIS: TMohning

State Funded Insurance Premiums, Calendar Year 2007



January 1, 2007 - December 31, 2007*

Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
Health					
Wellmark BCBS	\$162,040,818	99.0%	\$18,744,507	11.4%	\$180,785,352**
MCOs	\$112,503,712	98.8%	\$1,403,682	1.2%	\$113,907,394
Subtotal	\$274,544,530	93.2%	\$20,148,189	6.8%	\$294,692,719
Dental	\$9,854,714	62.3%	\$5,971,620	37.7%	\$15,826,334
Life					
Basic	\$689,723	100.0%	0	0.0%	\$689,723
Optional	\$0	0.0%	\$1,032,221	100.0%	\$1,032,221
Subtotal	\$689,723	40.1%	\$1,032,221	59.9%	\$1,721,944
Long Term Disability	\$3,049,430	100.0%	\$0	0.0%	\$3,049,430
Total	\$288,138,397	91.4%	\$27,152,030	8.6%	\$315,290,427

* Projections use the January 2006 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

** Does not include SPOC.

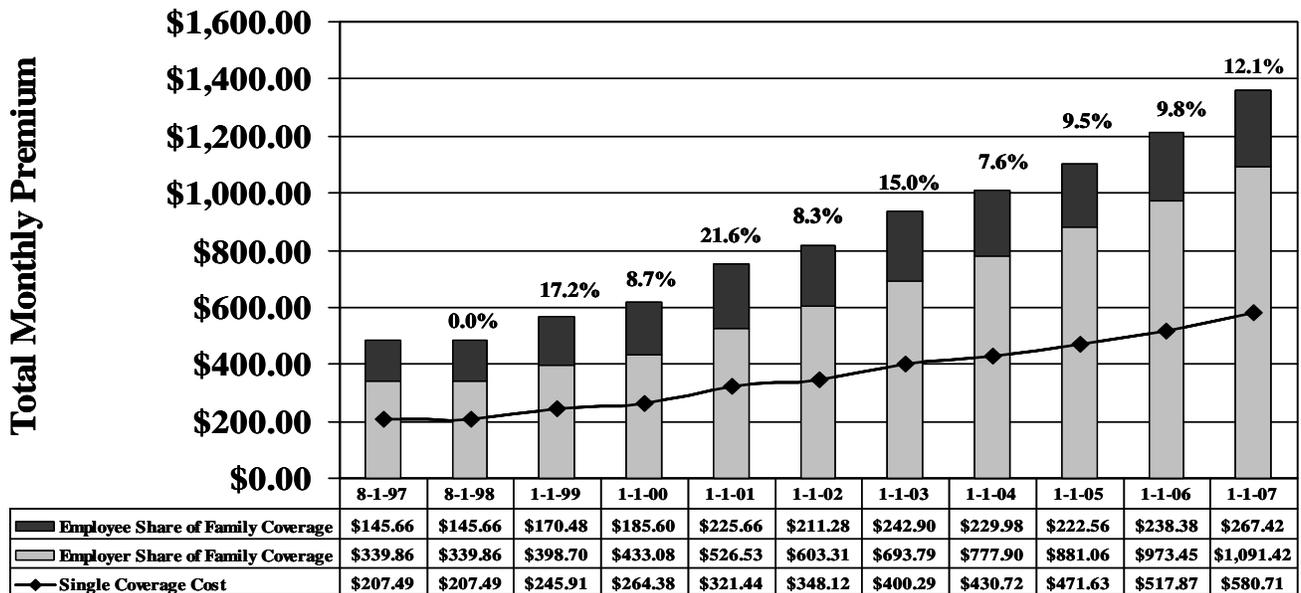
Source: Iowa Department of Administrative Services - Benefits Bureau Data: EHolland

Health Plan Provider Premium Comparisons

		2006			2007			
Health Plan		Total Monthly Premium	Employer Share	Employee Share	Total Premium Percent Increase	Total Monthly Premium	Employer Share	Employee Share
AFSCME, & Non-Contract Employees	Program 3 Plus (S)	\$517.87	\$517.87	\$0.00	12.1%	\$580.71	\$580.71	\$0.00
	(F)	\$1,211.83	\$973.45	\$238.38	12.1%	\$1,358.85	\$1,091.43	\$267.42
	Deductible 3 Plus (S)	\$517.19	\$517.19	\$0.00	12.1%	\$579.94	\$579.94	\$0.00
	(F)	\$1,210.25	\$902.19	\$308.06	12.1%	\$1,357.06	\$977.08	\$379.98
	Iowa Select (S)	\$489.40	\$489.40	\$0.00	12.1%	\$548.72	\$548.72	\$0.00
	(F)	\$1,145.23	\$973.45	\$171.78	12.1%	\$1,284.02	\$1,091.42	\$192.60
	Blue Access (S)	Was Not Offered	Was Not Offered	Was Not Offered	NA	\$377.32	\$377.32	\$0.00
	(F)				NA	\$905.46	\$905.46	\$0.00
	Blue Advantage (S)	\$350.60	\$350.60	\$0.00	5.0%	\$368.14	\$368.14	\$0.00
	(F)	\$841.38	\$841.38	\$0.00	5.0%	\$883.46	\$883.46	\$0.00
	UHC Choice* (S)	\$423.12	\$423.12	\$0.00	12.9%	\$477.70	\$477.70	\$0.00
	(F)	\$1,015.46	\$973.46	\$42.00	12.9%	\$1,146.45	\$1,091.43	\$55.02
	UHC Heritage Select (S)	\$399.64	\$399.64	\$0.00	9.5%	\$437.80	\$437.80	\$0.00
(F)	\$959.12	\$959.12	\$0.00	9.5%	\$1,050.71	\$1,050.71	\$0.00	
John Deere Choice (S)	\$491.64	\$491.64	\$0.00	NA	No Longer Offered	No Longer Offered	No Longer Offered	
(F)	\$1,179.91	\$973.45	\$206.46	NA				
Coventry Open Access (S)	\$440.20	\$440.20	\$0.00	NA	No Longer Offered	No Longer Offered	No Longer Offered	
(F)	\$1,056.34	\$973.46	\$82.88	NA				
Coventry Primary Care (S)	\$425.18	\$425.18	\$0.00	NA	No Longer Offered	No Longer Offered	No Longer Offered	
(F)	\$1,020.20	\$973.46	\$46.74	NA				

*United Health Care of the Midlands.

AFSCME Health Insurance Premium Shares Wellmark Blue Cross/Blue Shield Program 3 Plus



NOTE: Program 3-Plus shown because as of 01/01/07 almost 29% of health contract holders were in this plan.

NOTE: Percentages indicate Total Premium change from prior year.

Source: Iowa Department of Administrative Services - Benefits Bureau Data: EHolland

Health Plan Enrollments as of 01/01/07

(ACTIVE EMPLOYEES ONLY)

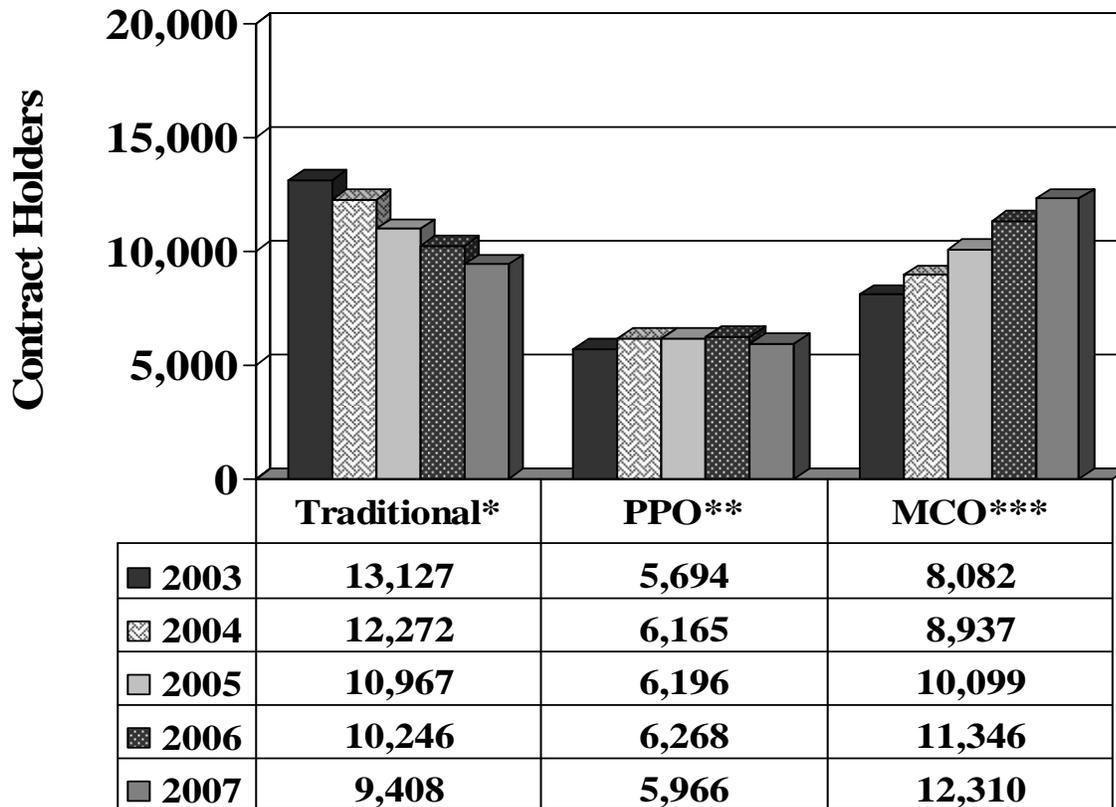
Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
Plan 3 Plus	4,960	2,202	721	7,883	28.5%
Deductible 3 Plus	891	541	93	1,525	5.5%
Iowa Select	2,324	2,684	257	5,265	19.0%
IUP Select	458	223	20	701	2.5%
Subtotal	8,633	5,650	1,091	15,374	55.5%
Managed Care Plans					
Blue Access	739	2,628	75	3,442	12.4%
Blue Advantage	861	5,371	76	6,308	22.8%
UnitedHealthcare Choice	616	1,401	92	2,109	7.6%
UHC Heritage Select	61	380	10	451	1.6%
Subtotal	2,277	9,780	253	12,310	44.5%
Total Health	10,910	15,430	1,344	27,684	100.0%
Total Dental	12,477	14,038	1,195	27,710	

NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive branch employees (Includes Fair Authority, Community-Based Corrections, and Regents employees).

NOTE: Does not include SPOC.

Health Plan Enrollments as of 01/01/07

(ACTIVE EMPLOYEES ONLY)



* Wellmark Plan 3 Plus, & Deductible 3 Plus

** Wellmark Iowa Select & IUP Select

*** Managed Care Organizations

NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive branch employees (Includes Fair Authority, Community-Based Corrections, and Regents employees).

NOTE: Does not include SPOC.

Source: Iowa Department of Administrative Services - Benefits Bureau Data: EHolland

Dental Insurance Contributions

Year	Single		Family	
	Employer	Employee	Employer	Employee
8-1-96*	\$13.10	\$0.00	\$13.10	\$21.90
8-1-97*	\$14.54	\$0.00	\$14.54	\$24.30
8-1-98*	\$14.54	\$0.00	\$14.54	\$24.30
1-1-99*	\$15.56	\$0.00	\$15.56	\$25.96
1-1-00*	\$15.56	\$0.00	\$15.56	\$25.96
1-1-01*	\$15.94	\$0.00	\$15.94	\$26.78
1-1-02*	\$16.66	\$0.00	\$16.66	\$28.02
1-1-03*	\$17.89	\$0.00	\$17.89	\$30.02
1-1-04*	\$20.19	\$0.00	\$20.19	\$33.88
1-1-05**	\$24.55	\$0.00	\$32.90	\$32.88
1-1-06**	\$23.20	\$0.00	\$31.10	\$31.10
1-1-07**	\$24.69	\$0.00	\$33.09	\$33.08

* Rates are for all bargaining units and non-contract employees with the exception of AFSCME Judicial employees.

** Rates are for all bargaining units and non-contract employees with the exception of IUP employees.

Source: Iowa Department of Administrative Services - Benefits Bureau Data: EHolland

Workers' Compensation Claims

Fiscal Year	Total Claim Dollars Paid*	Percent Change	Injuries Receiving One or More Payments**	Percent Change	Average Cost/Claim in Dollars	Percent Change
FY 99	\$9,617,270	-1.3%	4,076	5.5%	\$2,359	-6.4%
FY 00	\$11,264,304	17.1%	4,177	2.5%	\$2,697	14.3%
FY 01	\$10,762,300	-4.5%	4,120	-1.4%	\$2,612	-3.1%
FY 02	\$14,938,337	38.8%	4,513	9.5%	\$3,310	26.7%
FY 03	\$15,482,638	3.6%	4,786	6.0%	\$3,235	-2.3%
FY 04	\$17,231,786	11.3%	4,307	-9.4%	\$4,001	22.9%
FY 05	\$16,120,462	-6.4%	4,331	0.6%	\$3,722	-7.0%
FY 06	\$16,656,373	3.3%	4,450	2.7%	\$3,743	0.6%
FY 07	\$17,619,772	5.8%	4,251	-4.5%	\$4,145	10.7%

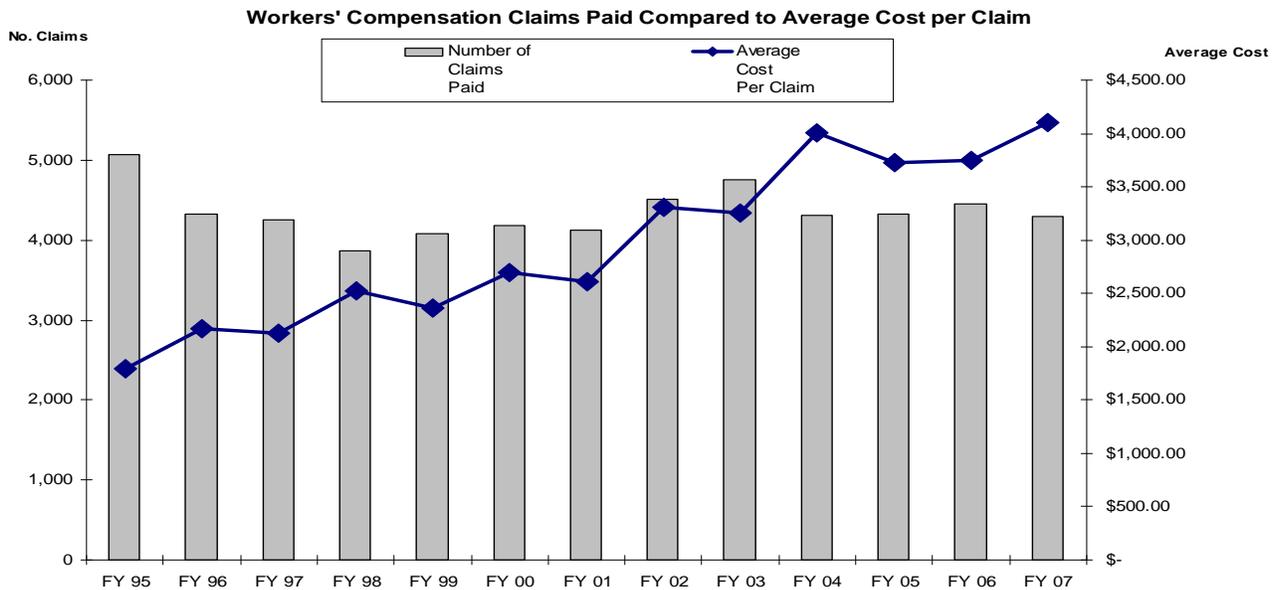
* Amount reported on annual financial statement to the Department of Revenue.

Does not include charges incurred from 3rd party claims payor or other administrative costs.

** New or carryover injuries

*** Data population includes Regents Institutions, Community-Based Corrections, and Fair Authority employees.

Workers' Compensation Claims Paid Compared to Average Cost per Claim



NOTE: The number of claims paid equals the number of injury claims (First Reports filed) receiving one or more payments in a twelve-month period, and includes injuries that occurred in prior fiscal years.

Source: Iowa Department of Administrative Services - Benefits Bureau Data: GJackson

Lost Work Days Due to Injury

Fiscal Year	Number of New Claims	Work Days Lost Due to New Claims	Average Days/Claim	Average Days/Claim Percent Change
FY 02	628	16,008	25.5	
FY 03	664	13,801	20.8	-18.5%
FY 04	489	12,905	26.4	27.0%
FY 05	530	12,589	23.8	-10.0%
FY 06	531	12,126	22.8	-3.9%
FY 07	554	12,897	23.3	1.9%

Data criteria: Date received by SCMS between July 1, FY start, and June 30, FY end

NOTE: New claim data only. Does not include carryover claims from preceding years.

Workers' Compensation Comparisons by Government Branch

		FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	
Total Premiums	Premium Revenue*	\$ 12,180,000	\$ 12,860,000	\$ 17,210,964	\$ 17,141,580	\$ 16,416,388	\$ 17,689,188	\$ 18,350,676	
	Administrative Fee	[1]	[1]	[1]	\$ 2,250,000	\$ 2,486,680	\$ 2,600,004	\$ 2,750,016	
	Percent of Total	Executive	66.91%	67.97%	60.93%	56.69%	57.88%	58.45%	58.67%
		Judicial	1.16%	1.14%	1.21%	1.04%	1.38%	1.50%	1.50%
		Legislative	0.29%	0.19%	0.14%	0.07%	0.07%	0.06%	0.08%
Regents		31.64%	30.70%	37.72%	42.20%	40.67%	39.99%	39.76%	
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
		FY 01	FY 02	FY 03	FY 04	FY 05	FY 06	FY 07	
Paid Claims	Claim Expense	\$ 10,762,300	\$ 14,364,349	\$ 15,723,977	\$ 17,234,154	\$ 16,120,462	\$ 16,656,373	\$ 17,619,772	
	Administrative Fee	[1]	[1]	[1]	\$ 2,232,226	\$ 2,439,881	\$ 2,477,807	\$ 2,585,460	
	Percent of Total	Executive	60.26%	61.02%	60.33%	57.89%	57.88%	61.28%	64.66%
		Judicial	1.25%	1.17%	1.21%	1.52%	1.38%	2.09%	1.45%
		Legislative	0.00%	0.00%	0.01%	0.01%	0.07%	0.24%	0.17%
Regents		38.49%	37.81%	38.45%	40.58%	40.67%	36.39%	33.72%	
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	

* Premium revenue equals State general fund appropriation and dollars billed to agencies.

Source: Iowa Department of Administrative Services - Benefits Bureau Data: GJackson

Unemployment Expenditures

	FY 00	FY 01	FY 02	FY 03
NEW CLAIMS	578	580	858	691
PROTESTS	247	246	219	266
% In Favor of Employer	88.2%	87.4%	87.3%	87.3%
BENEFIT CHARGES PAID	\$567,900.98	\$549,155.30	\$966,785.00	\$722,557.00
SERVICE FEE	\$22,846.50	\$23,982.75	\$23,492.75	\$22,416.00
TOTAL COSTS	\$590,747.48	\$573,138.05	\$990,277.75	\$744,973.00
Credit Balances (Returned to General Fund)	\$20,664.69	\$7,638.30	\$9,195.00	\$21,468.00
NET COSTS (Total Costs - Credits Returned)	\$570,082.79	\$565,499.75	\$981,082.75	\$723,505.00

	FY 04	FY 05	FY 06	FY 07
NEW CLAIMS	633	538	591	536
PROTESTS	191	182	222	205
% In Favor of Employer	76.0%	67.0%	76.0%	80.0%
BENEFIT CHARGES PAID	\$785,392.00	\$825,161.00	\$813,686.00	\$710,370.00
SERVICE FEE	\$23,047.00	\$22,899.00	\$22,893.00	\$27,643.00
TOTAL COSTS	\$808,439.00	\$848,060.00	\$836,579.00	\$738,013.00
Credit Balances (Returned to General Fund)	\$15,068.00	\$25,507.00	\$28,449.00	\$29,986.00
NET COSTS (Total Costs - Credits Returned)	\$793,371.00	\$822,553.00	\$808,130.00	\$708,027.00

* Service fees not tracked by Third Party Administrator prior to Fiscal Year 1999.

NOTE: Unemployment insurance covers the Executive, Legislative, & Judicial Branches.

NOTE: Because of the nature of unemployment insurance costs, figures for recent years may fluctuate slightly.

-Does not include Community-Based Corrections, House, Senate or Regents employees.

Source: Iowa Department of Administrative Services - Third Party Administrator Query

Unemployment Claims by Department Fiscal Year 2007

DEPARTMENT	Non-Protestable	Protestable			Total Claims
		Favorable	Unfavorable	Pending	
ADMINISTRATIVE SERVICES	0	1	0	0	1
AGRICULTURE	0	0	0	0	0
ALCOHOL BEVERAGES**	1	2	0	0	3
AUDITOR	*	*	*	*	0
BANKING**	0	0	0	0	0
BLIND	0	2	0	0	2
CIVIL RIGHTS	0	0	0	0	0
COLLEGE AID	0	1	0	0	1
CORRECTIONS	9	19	7	3	38
CREDIT UNION**	0	0	0	0	0
CULTURAL AFFAIRS	1	1	0	0	2
ECONOMIC DEVELOPMENT	2	0	0	1	3
EDUCATION	1	1	0	0	2
ELDER AFFAIRS	0	0	0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0
FINANCE AUTHORITY	2	0	0	0	2
GOVERNOR'S OFFICE	*	*	*	*	0
HUMAN RIGHTS	0	0	0	0	0
HUMAN SERVICES	33	49	13	6	101
INSPECTIONS AND APPEALS	3	1	1	0	5
INSURANCE**	1	0	1	1	3
IOWA COMMUNICATIONS NTRK	0	0	0	1	1
IOWA PUBLIC TELEVISION	0	0	0	0	0
IPERS**	1	1	0	1	3
JUSTICE***	0	1	0	0	1
LAW ENFORCEMENT ACADEMY	0	0	0	0	0
LOTTERY**	0	0	0	0	0
MANAGEMENT	*	*	*	*	0
NATURAL RESOURCES	50	4	2	1	57
PAROLE	0	0	0	0	0
PROFESSIONAL LICENSING**	0	0	0	0	0
PUBLIC DEFENSE	4	5	1	2	12
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0
PUBLIC HEALTH	0	0	0	0	0
PUBLIC SAFETY	2	0	2	0	4
REVENUE**	3	0	0	0	3
SECRETARY OF STATE	0	0	0	0	0
TRANSPORTATION	40	13	1	2	56
TREASURER	0	0	0	0	0
UTILITIES**	0	1	0	0	1
VETERAN'S AFFAIRS	16	10	5	1	32
WORKFORCE DEVELOPMENT	20	3	0	0	23
GRAND TOTALS	189	115	33	19	356

* Indicates departments that are not covered by the Unemployment Insurance Administrative Service Contract.

** Formerly part of other department and now are their own department.

*** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities

Non-Protestable - Employer unable to protest unemployment claim of a terminated employee (Separation Issue).

Protestable - Employer able to protest unemployment claim of a terminated employee. Decisions based on protest can be in the employer's favor (favorable) or not (unfavorable) or still pending.

NOTE: Unemployment covers the Executive, Legislative, & Judicial Branches. However, the Judicial Branch, Legislative Branch and Fair Authority are not presented in this table.

-Does not include Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - Third Party Administrator Query

Employee Assistance Program Data by Fiscal Year

	FY 00	FY 01	FY 02	FY 03
Number of employees*	20,246	20,359	18,953	18,977
Number of clients served	1,138	926	747	686
Percent utilization	5.6%	4.5%	3.9%	3.6%
Number of counseling hours	2,126	2,126	1,701	1,368
Average number of counseling hours/client	1.87	2.30	2.28	1.99
EAP COSTS				
Counseling	\$150,961	\$152,097	\$121,724	\$97,863
Training	\$18,859	\$5,460	\$3,523	\$2,690
TOTAL	\$169,820	\$157,557	\$125,247	\$100,553
Average total counseling costs/client	\$132.66	\$164.25	\$162.95	\$142.66
Average cost/employee	\$8.39	\$7.74	\$6.61	\$5.30

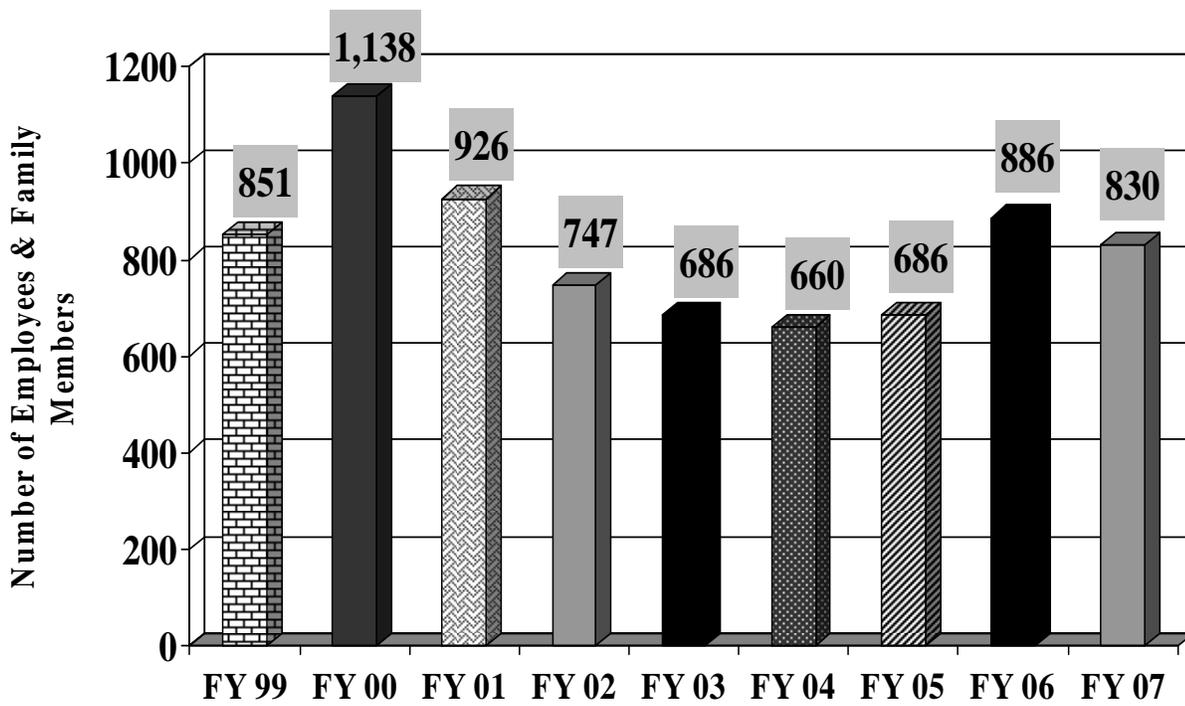
	FY 04	FY 05	FY 06	FY 07
Number of employees*	19,198	19,202	19,726	19,964
Number of clients served	660	686	886	830
Percent utilization	3.4%	3.6%	4.5%	4.2%
Number of counseling hours	1,535	1,517	1,608	1,265
Average number of counseling hours/client	2.33	2.21	1.81	1.52
EAP COSTS				
Counseling	\$99,758	\$108,541	\$126,499	\$110,403
Training	\$1,825	\$318	\$0	\$4,535
TOTAL	\$101,583	\$108,859	\$126,499	\$114,938
Average total counseling costs/client	\$151.15	\$158.22	\$142.78	\$133.02
Average cost/employee	\$5.29	\$5.67	\$6.41	\$5.76

*Includes: Non-Regents Executive Branch
 Regents Board Office
 School for the Deaf
 Braille & Sight Saving School
 1990, added Judicial Branch employees
 1991, added Legislative Branch employees (excluding Legislators)

NOTE: Total Employee Assistance Program (EAP) costs do not include brochure, promotional item, travel, or administrative expenses.

Source: Iowa Department of Administrative Services - EAP Annual Report, SJensen

Employee Assistance Program Use by Fiscal Year



Source: Iowa Department of Administrative Services - Iowa Employee Assistance Program Annual Report: SJensen

Deferred Compensation Enrollments, Fiscal Year 2007

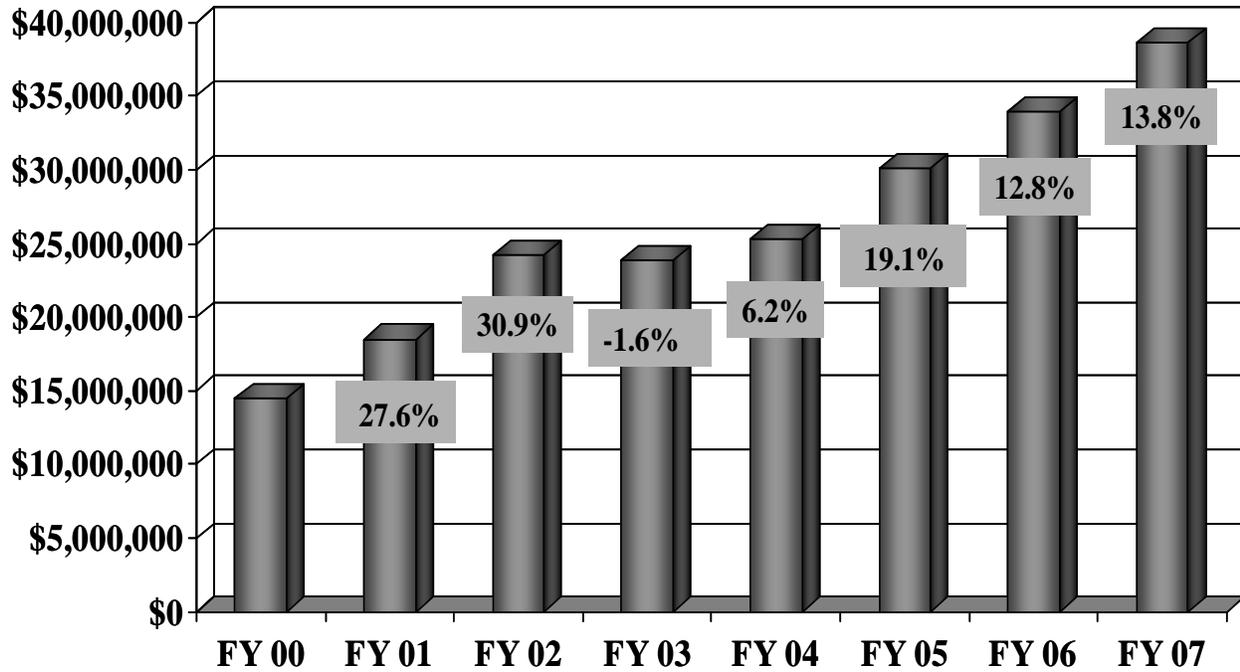
State Government	# Eligible	# Deferring	Participation
EXECUTIVE BRANCH			
AFSCME			
Clerical (001)	1,844	911	49.4%
Technical (002)	3,809	1,788	46.9%
Blue Collar (003)	2,273	1,321	58.1%
Fiscal & Staff (004/104)	2,535	1,813	71.5%
Security (006)	2,148	1,050	48.9%
Patient Care (011)	611	371	60.7%
Subtotal	13,220	7,254	54.9%
UE/IUP			
Social Services (005)	1,473	780	53.0%
Science (009)	465	310	66.7%
Social Services-IMW (015)	758	389	51.3%
Subtotal	2,696	1,479	54.9%
SPOC			
Public Safety (007)	639	530	82.9%
NONCONTRACT	3,729	2,561	68.7%
TOTAL	20,284	11,824	58.3%
JUDICIAL BRANCH			
AFSCME	774	447	57.8%
NONCONTRACT	1,081	748	69.2%
PPME	113	60	53.1%
TOTAL	1,968	1,255	63.8%
LEGISLATIVE BRANCH			
TOTAL	352	145	41.2%
COMMUNITY BASED CORRECTIONS			
TOTAL	1,148	827	72.0%
GRAND TOTAL			
GRAND TOTAL	23,752	14,051	59.2%

Eligibility - Any employee of the State of Iowa working 20+ hours per week or an employee who has a fixed annual salary. This program does not include Regents employees.

Note: 3-digit numbers in parenthesis refer to bargaining unit code.

Source: Iowa Department of Administrative Services - AS/400 Query: JSandusky

Deferred Compensation Program Total Amount Deferred



NOTE: Percentages in each bar represent increase/decrease of amount deferred from previous fiscal year.

Top 25 Most Populous Job Classes, Fiscal Year 2007

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '07 Workforce
1	86406	Correctional Officer (& 76406)	1,652	8.3%
2	03201	Resident Treatment Worker	1,305	6.5%
3	08111	Equipment Operator	834	4.2%
4	03089	Income Maintenance Worker 2	697	3.5%
5	03011	Social Worker 2 (& 23013)	610	3.1%
6	00025	Secretary 1 (& 90025)	318	1.6%
7	00026	Secretary 2 (& 90026)	314	1.6%
8	00807	Workforce Advisor	278	1.4%
9	03016	Social Worker 3	268	1.3%
10	00013	Typist-Advanced (& 90013)	265	1.3%
11	00018	Clerk - Specialist (& 90018)	256	1.3%
12	02020	Registered Nurse (& 82020)	244	1.2%
14	00709	Administrative Assistant 2 (& 90709)	219	1.1%
14	00708	Administrative Assistant 1 (& 90708)	205	1.0%
15	00121	Information Technology Specialist 4 (& 90121)	199	1.0%
16	00711	Executive Officer 2 (& 90711)	186	0.9%
17	02002	Licensed Practical Nurse (& 82002)	174	0.9%
18	00122	Information Technology Specialist 5 (& 90122)	173	0.9%
19	16000	Trooper	167	0.8%
20	03040	Youth Services Worker	159	0.8%
21	86419	Correctional Counselor	153	0.8%
22	03345	Child Support Recovery Officer (& 93345)	151	0.8%
25	04023	Program Planner 3 (& 94023)	142	0.7%
25	08375	Automotive Mechanic	139	0.7%
25	04513	Environmental Specialist	136	0.7%
TOTAL			9,244	46.3%

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Top 25 Classes by New Full-Time Hires, Fiscal Year 2007

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '07 Hires
1	86406	Correctional Officer	242	14.0%
2	03201	Resident Treatment Worker	205	11.8%
3	03011	Social Worker 2 (& 23013)	79	4.6%
4	08111	Equipment Operator	64	3.7%
5	03089	Income Maintenance Worker 2	53	3.1%
6	02020	Registered Nurse (& 82020)	48	2.8%
7	00013	Typist-Advanced (& 90013)	45	2.6%
8	02002	Licensed Practical Nurse (& 82002)	44	2.5%
9	15223	Peace Officer Candidate	39	2.3%
10	00708	Administrative Assistant 1 (& 90708)	30	1.7%
11	00018	Clerk - Specialist (& 90018)	28	1.6%
12	02000	Nursing Unit Coordinator	22	1.3%
15	03345	Child Support Recovery Officer	21	1.2%
15	00017	Clerk-Advanced	21	1.2%
15	00252	Warehouse Operations Worker	21	1.2%
17	94584	Assistant Auditor 1	19	1.1%
17	00025	Secretary 1	19	1.1%
18	04538	Health Facilities Surveyor	18	1.0%
19	00807	Workforce Advisor	17	1.0%
21	01071	Education Program Consultant	16	0.9%
21	04513	Environmental Specialist	16	0.9%
22	00806	Workforce Associate	14	0.8%
25	00709	Administrative Assistant 2 (& 90709)	13	0.8%
25	04023	Program Planner 3 (& 94023)	13	0.8%
25	03040	Youth Service Worker	13	0.8%
Totals			1,120	64.6%

NOTE: There were 1,733 total non-promotional hires in Fiscal Year 2007.

NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Total New Full-Time Hires by Fiscal Year by Department

DEPARTMENT	FY 00			FY 01			FY 02			FY 03		
	Hires	Workforce	Rate									
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	*	*	*
AGRICULTURE	32	440	7.3%	20	432	4.6%	9	381	2.4%	17	385	4.4%
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	***	***	***	***	***	***
AUDITOR	32	128	25.0%	20	117	17.1%	3	101	3.0%	12	103	11.7%
BANKING	***	***	***	***	***	***	***	***	***	***	***	***
BLIND	14	99	14.1%	9	100	9.0%	5	95	5.3%	9	100	9.0%
CIVIL RIGHTS	2	32	6.3%	5	36	13.9%	0	35	0.0%	0	28	0.0%
COLLEGE AID	3	35	8.6%	5	35	14.3%	2	36	5.6%	0	37	0.0%
COMMERCE	29	316	9.2%	20	314	6.4%	10	293	3.4%	12	287	4.2%
CORRECTIONS	478	3,069	15.6%	234	3,074	7.6%	71	2,863	2.5%	309	2,977	10.4%
CREDIT UNION	***	***	***	***	***	***	***	***	***	***	***	***
CULTURAL AFFAIRS	5	85	5.9%	4	83	4.8%	0	70	0.0%	5	63	7.9%
ECONOMIC DEVELOPMENT	59	185	31.9%	23	190	12.1%	25	201	12.4%	13	207	6.3%
EDUCATION	41	591	6.9%	58	613	9.5%	38	612	6.2%	32	599	5.3%
ELDER AFFAIRS	4	26	15.4%	6	31	19.4%	4	29	13.8%	0	29	0.0%
ETHICS/CAMPAIGN DISCLOSURE	0	8	0.0%	0	8	0.0%	0	5	0.0%	0	6	0.0%
FINANCE AUTHORITY	***	***	***	***	***	***	***	***	***	***	***	***
GENERAL SERVICES	24	212	11.3%	13	206	6.3%	4	174	2.3%	9	162	5.6%
GOVERNOR'S OFFICE	8	47	17.0%	4	47	8.5%	7	44	15.9%	11	39	28.2%
HUMAN RIGHTS	9	48	18.8%	1	52	1.9%	3	51	5.9%	2	51	3.9%
HUMAN SERVICES	533	5,428	9.8%	545	5,477	10.0%	241	5,136	4.7%	266	5,038	5.3%
INFORMATION TECHNOLOGY	10	144	6.9%	19	136	14.0%	4	113	3.5%	8	116	6.9%
INSPECTIONS AND APPEALS	47	468	10.0%	31	481	6.4%	17	456	3.7%	28	459	6.1%
INSURANCE	***	***	***	***	***	***	***	***	***	***	***	***
IOWA COMMUNICATIONS NTRWK	11	93	11.8%	16	99	16.2%	5	97	5.2%	7	95	7.4%
IOWA PUBLIC TELEVISION	11	135	8.1%	13	129	10.1%	5	123	4.1%	0	112	0.0%
IPERS	*	*	*	*	*	*	*	*	*	***	***	***
JUSTICE	28	208	13.5%	13	218	6.0%	10	210	4.8%	3	202	1.5%
LAW ENFORCEMENT ACADEMY	0	29	0.0%	3	31	9.7%	1	30	3.3%	0	27	0.0%
LOTTERY	*	*	*	*	*	*	*	*	*	***	***	***
MANAGEMENT	5	31	16.1%	1	30	3.3%	1	27	3.7%	0	27	0.0%
NATURAL RESOURCES	57	836	6.8%	40	864	4.6%	36	853	4.2%	50	880	5.7%
PAROLE	1	12	8.3%	1	12	8.3%	1	11	9.1%	0	10	0.0%
PERSONNEL	25	159	15.7%	12	159	7.5%	6	148	4.1%	5	151	3.3%
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	***	***	***	***	***
PUBLIC DEFENSE	29	276	10.5%	28	294	9.5%	26	306	8.5%	32	327	9.8%
PUBLIC EMPLOYMENT RELATIONS	1	12	8.3%	0	12	0.0%	0	9	0.0%	1	10	10.0%
PUBLIC HEALTH	38	346	11.0%	49	373	13.1%	32	372	8.6%	40	397	10.1%
PUBLIC SAFETY	63	943	6.7%	71	946	7.5%	5	898	0.6%	7	861	0.8%
REVENUE***	28	566	4.9%	12	560	2.1%	3	491	0.6%	3	473	0.6%
SECRETARY OF STATE	4	40	10.0%	3	41	7.3%	0	30	0.0%	7	34	20.6%
TRANSPORTATION	199	3,569	5.6%	156	3,533	4.4%	8	3,139	0.3%	136	3,163	4.3%
TREASURER	6	21	28.6%	8	21	38.1%	5	24	20.8%	7	21	33.3%
UTILITIES	***	***	***	***	***	***	***	***	***	***	***	***
VETERAN'S AFFAIRS	102	762	13.4%	82	754	10.9%	54	733	7.4%	74	736	10.1%
WORKFORCE DEVELOPMENT	46	847	5.4%	45	851	5.3%	12	757	1.6%	28	765	3.7%
GRAND TOTALS	1,984	20,246	9.8%	1,570	20,359	7.7%	653	18,953	3.4%	1,133	18,977	6.0%

* Department not in existence at the time.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now are their own department.

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Total New Full-Time Hires by Fiscal Year by Department (cont.)

DEPARTMENT	FY 04			FY 05			FY 06			FY 07		
	Hires	Workforce	Rate									
ADMINISTRATIVE SERVICES	23	366	6.3%	19	366	5.2%	24	367	6.5%	28	375	7.5%
AGRICULTURE	10	381	2.6%	18	380	4.7%	28	385	7.3%	31	382	8.1%
ALCOHOLIC BEVERAGES	*	*	*	16	51	31.4%	6	50	12.0%	22	61	36.1%
AUDITOR	10	100	10.0%	38	112	33.9%	13	107	12.1%	22	106	20.8%
BANKING	*	*	*	7	62	11.3%	5	64	7.8%	2	64	3.1%
BLIND	5	102	4.9%	5	99	5.1%	2	97	2.1%	3	92	3.3%
CIVIL RIGHTS	1	27	3.7%	1	23	4.3%	0	23	0.0%	4	23	17.4%
COLLEGE AID	3	36	8.3%	5	41	12.2%	7	41	17.1%	10	46	21.7%
COMMERCE	36	308	11.7%	**	**	**	**	**	**	**	**	**
CORRECTIONS	114	2,939	3.9%	117	2,871	4.1%	201	2,920	6.9%	354	3,079	11.5%
CREDIT UNION	*	*	*	5	16	31.3%	0	15	0.0%	0	13	0.0%
CULTURAL AFFAIRS	9	65	13.8%	3	64	4.7%	8	70	11.4%	6	71	8.5%
ECONOMIC DEVELOPMENT	14	216	6.5%	6	131	4.6%	6	127	4.7%	6	131	4.6%
EDUCATION	23	609	3.8%	38	592	6.4%	30	596	5.0%	33	573	5.8%
ELDER AFFAIRS	2	24	8.3%	4	28	14.3%	2	32	6.3%	4	32	12.5%
ETHICS/CAMPAIGN DISCLOSURE	0	6	0.0%	0	6	0.0%	0	6	0.0%	0	5	0.0%
FINANCE AUTHORITY	*	*	*	5	86	5.8%	2	86	2.3%	1	83	1.2%
GOVERNOR'S OFFICE	4	40	10.0%	5	40	12.5%	7	40	17.5%	15	39	38.5%
HUMAN RIGHTS	6	54	11.1%	4	57	7.0%	3	55	5.5%	1	52	1.9%
HUMAN SERVICES	381	5,146	7.4%	474	5,237	9.1%	636	5,520	11.5%	561	5,625	10.0%
INSPECTIONS AND APPEALS	31	474	6.5%	31	488	6.4%	25	505	5.0%	34	514	6.6%
INSURANCE	*	*	*	5	84	6.0%	12	87	13.8%	7	88	8.0%
IOWA COMMUNICATIONS NTRK	5	96	5.2%	2	90	2.2%	5	80	6.3%	7	84	8.3%
IOWA PUBLIC TELEVISION	6	116	5.2%	2	110	1.8%	4	116	3.4%	12	116	10.3%
IPERS	1	86	1.2%	6	83	7.2%	4	86	4.7%	2	82	2.4%
JUSTICE***	15	207	7.2%	21	203	10.3%	14	204	6.9%	29	241	12.0%
LAW ENFORCEMENT ACADEMY	0	27	0.0%	0	27	0.0%	3	27	11.1%	0	27	0.0%
LOTTERY	1	108	0.9%	2	108	1.9%	8	112	7.1%	5	111	4.5%
MANAGEMENT	1	28	3.6%	1	27	3.7%	1	28	3.6%	1	30	3.3%
NATURAL RESOURCES	49	898	5.5%	38	912	4.2%	43	928	4.6%	70	945	7.4%
PAROLE	0	11	0.0%	1	10	10.0%	1	10	10.0%	4	11	36.4%
PROFESSIONAL LICENSING	*	*	*	0	10	0.0%	1	12	8.3%	2	14	14.3%
PUBLIC DEFENSE	49	366	13.4%	23	373	6.2%	15	361	4.2%	28	354	7.9%
PUBLIC EMPLOYMENT RELATIONS	0	10	0.0%	0	10	0.0%	0	9	0.0%	0	9	0.0%
PUBLIC HEALTH	23	388	5.9%	45	394	11.4%	25	410	6.1%	36	407	8.8%
PUBLIC SAFETY	16	838	1.9%	56	847	6.6%	116	948	12.2%	60	953	6.3%
REVENUE***	23	359	6.4%	22	369	6.0%	14	373	3.8%	14	362	3.9%
SECRETARY OF STATE	4	35	11.4%	3	39	7.7%	2	40	5.0%	5	36	13.9%
TRANSPORTATION	57	3,156	1.8%	106	3,112	3.4%	87	3,112	2.8%	140	3,045	4.6%
TREASURER	6	24	25.0%	5	22	22.7%	4	23	17.4%	7	24	29.2%
UTILITIES	*	*	*	4	90	4.4%	3	89	3.4%	4	67	6.0%
VETERAN'S AFFAIRS	86	769	11.2%	81	779	10.4%	87	799	10.9%	90	813	11.1%
WORKFORCE DEVELOPMENT	37	783	4.7%	31	753	4.1%	48	766	6.3%	73	779	9.4%
GRAND TOTALS	1,051	19,198	5.5%	1,255	19,202	6.5%	1,502	19,726	7.6%	1,733	19,964	8.7%

* Formerly part of other department and now are their own department.

** Commerce is now reported by division.

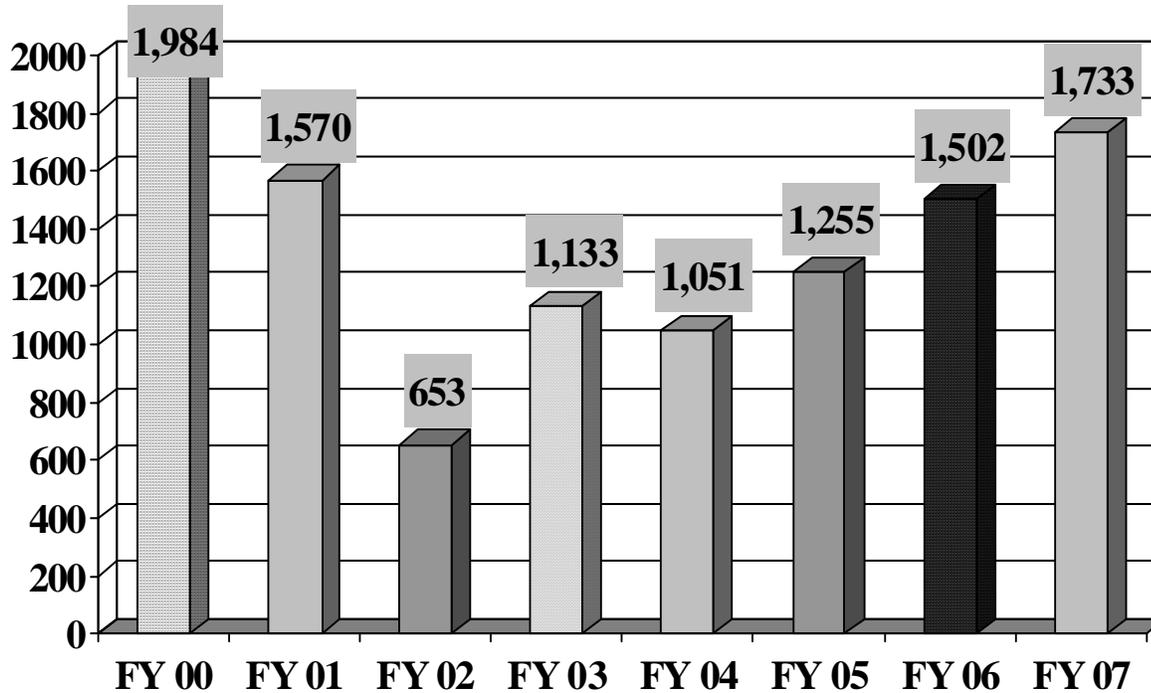
*** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Total New Full-Time Hires by Fiscal Year

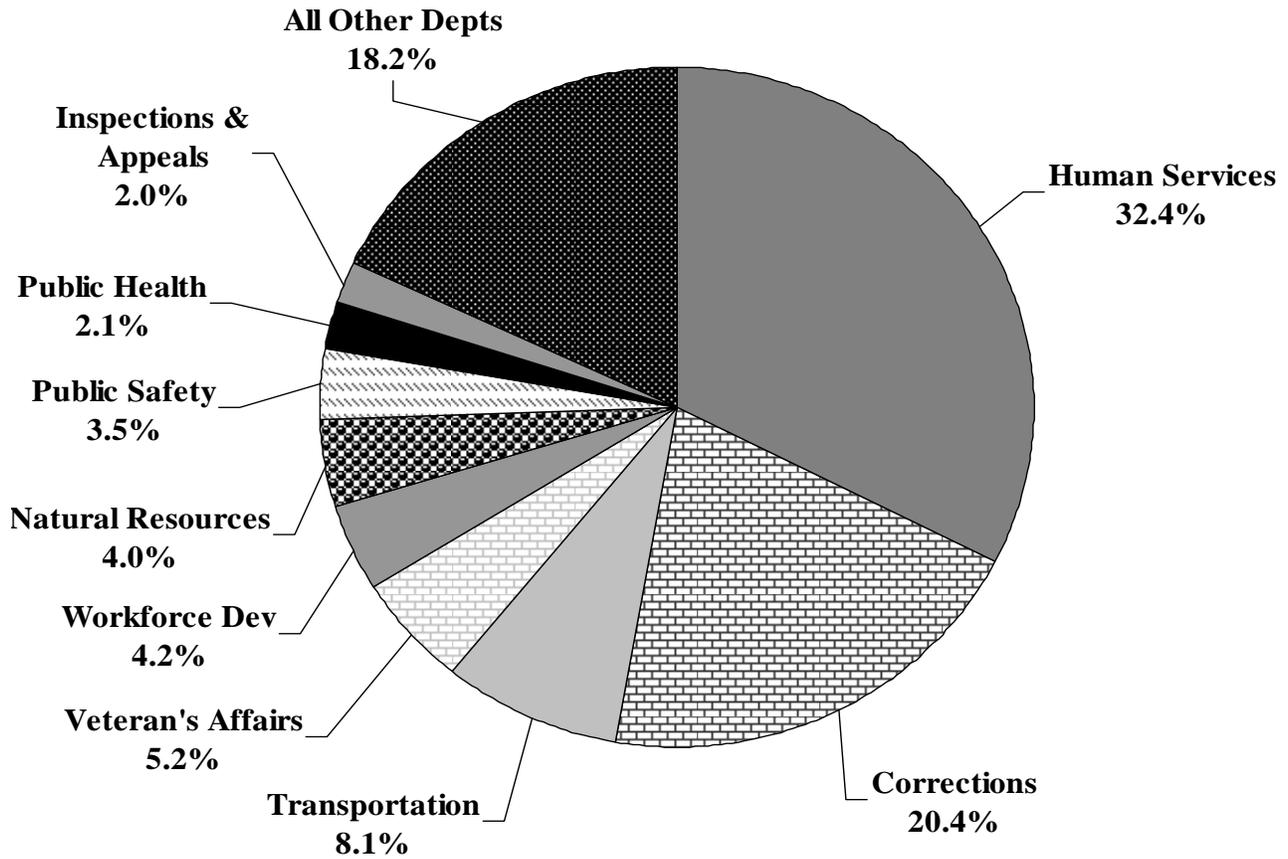


NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

New Full-Time Hire Percentages by Department, Fiscal Year 2007



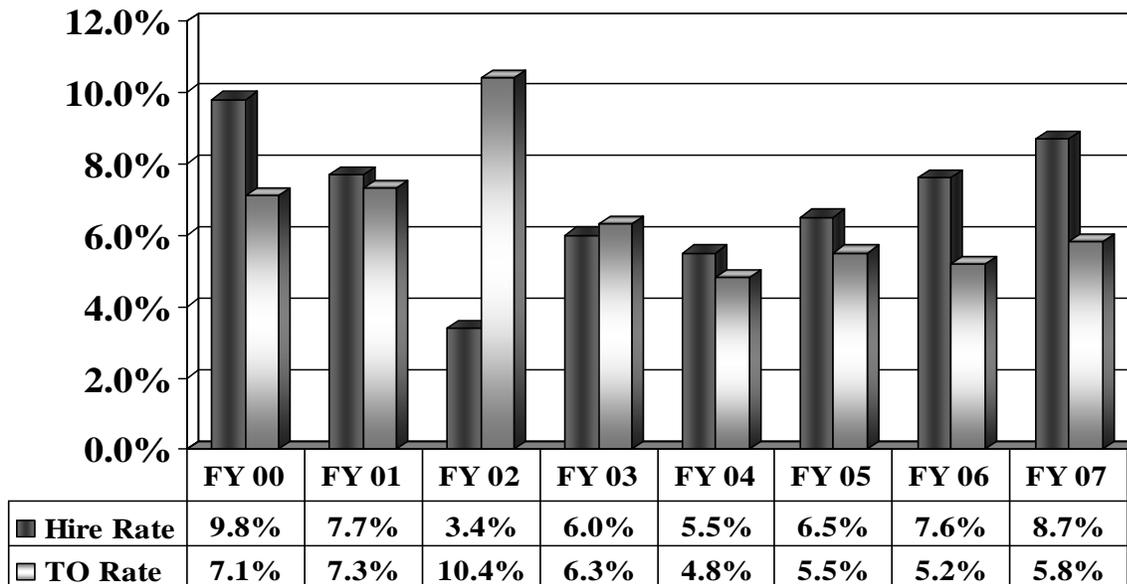
NOTE: Percentages are rounded and may not sum to exactly 100%.

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

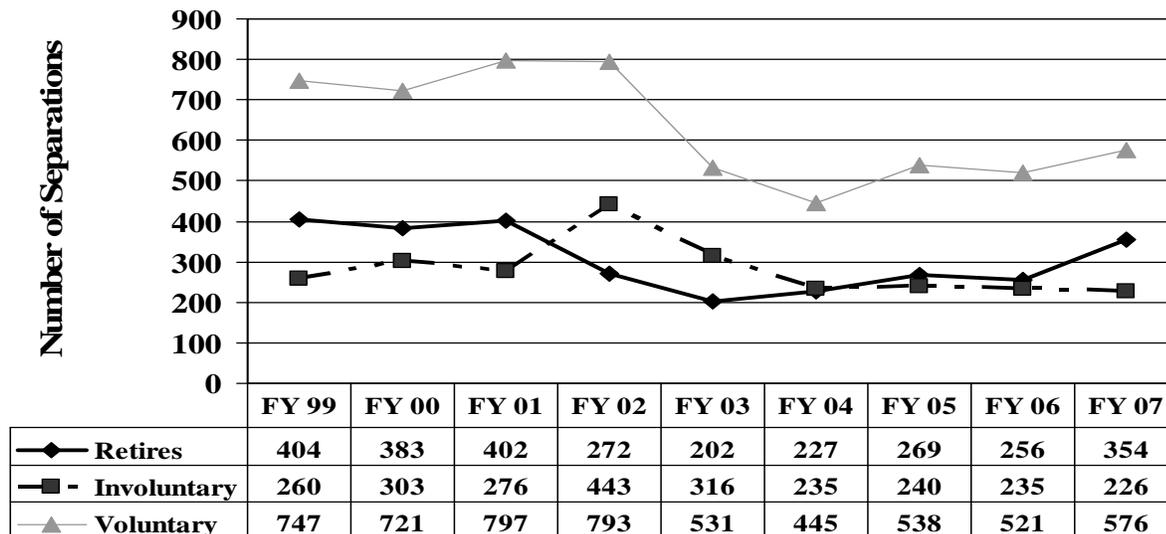
Executive Branch Full-Time Employee New Hire Rate and Separation Rate



NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

NOTE: Executive branch separation rate includes only individuals who have left executive branch employment.

Separation Type



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Top 25 Executive Branch Separations by Class, Fiscal Year 2007

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '07 Separations
1	03201	Resident Treatment Worker	140	12.1%
2	86406	Correctional Officer	90	7.8%
3	08111	Equipment Operator	49	4.2%
4	03011	Social Worker 2	46	4.0%
5	02020	Registered Nurse (& 82020)	37	3.2%
6	03089	Income Maintenance Worker 2	28	2.4%
7	00013	Typist-Advanced (& 90013)	25	2.2%
9	00708	Administrative Assistant 1 (& 90708)	18	1.6%
9	02002	Licensed Practical Nurse (& 82002)	18	1.6%
10	00018	Clerk - Specialist	17	1.5%
11	00026	Secretary 2 (& 90026)	14	1.2%
12	00121	Information Technician Specialist 4	13	1.1%
14	00017	Clerk - Advanced	12	1.0%
14	00025	Secretary 1	12	1.0%
17	87114	Air Base Security Officer	11	1.0%
17	06298	Drivers License Clerk	11	1.0%
17	03016	Social Worker 3	11	1.0%
19	00711	Executive Officer 2 (& 90711)	10	0.9%
19	04022	Program Planner 2	10	0.9%
25	03345	Child Support Recovery Officer	9	0.8%
25	07005	Custodial Worker	9	0.8%
25	00710	Executive Officer 2 (& 90710)	9	0.8%
25	04538	Health Facilities Surveyor	9	0.8%
24	00122	Information Technician Specialist 5	9	0.8%
25	02569	Rehabilitation Counselor	9	0.8%
TOTALS			626	54.2%

NOTE: There were a total of 1,156 individuals who separated from executive branch employment in Fiscal Year 2007.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Separations by Department

DEPARTMENT	FY 00			FY 01			FY 02			FY 03		
	Retires	Terms	Quits									
ADMINISTRATION SERVICES	*	*	*	*	*	*	*	*	*	*	*	*
AGRICULTURE	13	2	12	7	3	13	8	14	11	1	3	7
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	***	***	***	***	***	***
AUDITOR	1	0	24	1	0	21	1	6	10	0	0	6
BANKING	***	***	***	***	***	***	***	***	***	***	***	***
BLIND	3	1	5	5	0	3	4	4	1	1	1	1
CIVIL RIGHTS	0	0	1	1	0	0	1	0	0	0	0	1
COLLEGE AID	2	0	0	1	0	3	1	0	1	1	0	0
COMMERCE	8	4	19	9	1	17	3	11	10	4	0	8
CORRECTIONS	31	62	134	26	64	140	24	64	138	18	69	94
CREDIT UNION	***	***	***	***	***	***	***	***	***	***	***	***
CULTURAL AFFAIRS	1	1	6	0	2	6	0	6	4	0	3	3
ECONOMIC DEVELOPMENT	1	1	22	5	2	14	1	1	17	2	3	12
EDUCATION	22	3	27	24	6	20	13	2	22	8	20	12
ELDER AFFAIRS	1	0	4	3	1	1	1	1	3	1	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	1	0	0	0	1	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	***	***	***	***	***	***	***
GENERAL SERVICES	6	6	6	8	2	14	3	13	12	4	6	2
GOVERNOR'S OFFICE	1	0	2	1	0	3	0	0	10	0	2	6
HUMAN RIGHTS	0	2	4	1	1	1	0	1	2	0	1	1
HUMAN SERVICES	82	115	198	114	112	236	85	163	253	71	105	152
INFORMATION TECHNOLOGY	3	0	2	2	2	4	2	10	2	1	2	7
INSPECTIONS AND APPEALS	17	3	14	10	4	12	3	4	23	8	16	27
INSURANCE	***	***	***	***	***	***	***	***	***	***	***	***
IOWA COMMUNICATIONS NTWRK	2	0	6	1	1	9	0	0	5	1	1	6
IOWA PUBLIC TELEVISION	1	2	12	4	2	9	1	1	5	0	1	5
IPERS	***	***	***	***	***	***	***	***	***	***	***	***
JUSTICE	2	1	13	2	0	6	0	0	14	2	0	7
LAW ENFORCEMENT ACADEMY	0	1	0	0	0	1	1	0	0	2	0	0
LOTTERY	***	***	***	***	***	***	***	***	***	***	***	***
MANAGEMENT	0	0	1	0	2	1	0	0	1	0	0	0
NATURAL RESOURCES	11	3	16	13	2	17	7	2	23	10	2	11
PAROLE	0	0	1	0	0	1	1	1	0	0	0	0
PERSONNEL	4	2	10	1	0	10	1	1	6	0	2	1
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	***	***	***	***	***
PUBLIC DEFENSE	7	2	11	2	1	12	6	4	9	0	3	12
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	3	0	0	0	0
PUBLIC HEALTH	10	6	12	6	4	15	10	5	15	6	3	15
PUBLIC SAFETY	11	4	15	21	7	29	17	8	18	12	4	21
REVENUE*	12	5	7	11	3	6	7	16	5	8	5	2
SECRETARY OF STATE	1	0	1	0	0	2	0	4	3	0	0	1
TRANSPORTATION	77	38	75	85	25	93	44	60	106	27	29	48
TREASURER	0	1	2	0	2	6	0	1	1	0	2	7
UTILITIES	***	***	***	***	***	***	***	***	***	***	***	***
VETERAN'S AFFAIRS	15	31	39	12	19	53	11	20	39	6	28	48
WORKFORCE DEVELOPMENT	38	7	19	26	8	19	15	17	24	8	5	7
GRAND TOTALS	383	303	721	402	276	797	272	443	793	202	316	531
AVERAGE AGE	61.52	40.51	37.14	61.17	40.99	37.08	61.32	42.27	37.38	60.76	42.87	37.72
AVERAGE LENGTH OF SERVICE	23.97	6.96	4.77	24.74	6.44	4.36	22.73	8.21	5.20	21.40	7.84	5.70

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

* Department not in existence at the time.
 ** Former individual departments, which now make up the Department of Administrative Services.
 *** Formerly part of other department and now are their own department.

NOTE: Executive branch separations include only individuals who have left executive branch employment. Separations do not include employees who left under an Early Out program.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Separations by Department (cont.)

DEPARTMENT	FY 04			FY 05			FY 06			FY 07		
	Retires	Terms	Quits									
ADMINISTRATION SERVICES	3	8	11	2	3	10	7	4	11	7	3	10
AGRICULTURE	7	4	4	8	2	4	4	5	8	8	3	5
ALCOHOLIC BEVERAGES	*	*	*	2	2	8	1	2	5	1	5	1
AUDITOR	2	1	9	0	0	22	0	1	14	0	2	15
BANKING	*	*	*	0	1	4	1	0	2	0	0	3
BLIND	2	1	1	4	0	3	1	1	0	3	4	2
CIVIL RIGHTS	0	0	1	1	2	0	0	0	0	1	0	2
COLLEGE AID	0	0	5	1	0	0	1	2	2	1	1	2
COMMERCE	1	7	6	***	***	***	***	***	***	***	***	***
CORRECTIONS	45	34	79	34	44	70	36	40	69	27	35	80
CREDIT UNION	*	*	*	0	1	3	0	0	1	0	0	2
CULTURAL AFFAIRS	2	1	3	1	2	3	1	1	3	0	0	5
ECONOMIC DEVELOPMENT	0	4	5	0	4	2	0	0	12	2	2	4
EDUCATION	5	3	15	16	9	19	14	2	15	10	1	22
ELDER AFFAIRS	0	0	1	0	1	0	0	0	1	0	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	*	*	*	0	1	3	0	0	2	1	1	4
GOVERNOR'S OFFICE	0	0	1	0	0	7	0	0	3	1	0	15
HUMAN RIGHTS	0	0	2	2	1	0	2	1	2	1	1	0
HUMAN SERVICES	53	100	137	75	93	182	62	111	193	58	95	188
INSPECTIONS AND APPEALS	7	4	14	10	2	23	6	2	10	4	5	12
INSURANCE	*	*	*	0	1	5	3	2	2	1	2	2
IOWA COMMUNICATIONS NTRWK	0	0	2	3	1	3	6	1	5	2	0	3
IOWA PUBLIC TELEVISION	1	0	1	1	1	3	1	0	1	2	1	7
IPERS	1	1	2	2	1	3	1	2	1	1	3	3
JUSTICE**	0	0	7	1	1	18	3	0	5	4	1	10
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	2	0	1	0	0	0
LOTTERY	0	0	0	1	0	0	1	0	3	3	0	1
MANAGEMENT	0	0	0	0	0	0	0	0	1	0	0	2
NATURAL RESOURCES	24	8	10	8	4	11	16	3	12	11	4	16
PAROLE	0	0	0	1	0	0	0	0	1	0	0	1
PROFESSIONAL LICENSING	*	*	*	0	0	0	0	0	0	1	0	0
PUBLIC DEFENSE	3	4	12	2	2	9	9	3	15	5	5	14
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	1	0	0	0	0
PUBLIC HEALTH	6	3	23	7	2	18	2	1	7	4	0	25
PUBLIC SAFETY	13	7	19	23	5	14	9	4	15	24	6	12
REVENUE*	4	5	2	4	4	3	8	3	3	3	1	6
SECRETARY OF STATE	1	0	2	0	0	1	1	0	2	0	0	1
TRANSPORTATION	19	22	26	32	19	37	33	19	33	147	22	36
TREASURER	0	0	2	0	2	4	0	1	2	0	2	3
UTILITIES	*	*	*	0	0	1	1	0	2	1	1	2
VETERAN'S AFFAIRS	15	13	36	15	22	34	11	15	44	8	15	40
WORKFORCE DEVELOPMENT	13	5	7	13	7	11	13	8	13	12	5	19
GRAND TOTALS	227	235	445	269	240	538	256	235	521	354	226	576
AVERAGE AGE	60.58	43.15	38.21	60.96	43.96	38.62	61.68	43.28	39.02	62.19	42.82	39.17
AVERAGE LENGTH OF SERVICE	23.76	7.74	5.17	21.27	7.81	5.57	22.29	7.06	5.44	25.83	7.66	5.33

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

* Formerly part of other department and now are their own department.

** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

*** Commerce is now reported by individual division.

NOTE: Executive branch separations include only individuals who have left executive branch employment. Separations do not include employees who left under an Early Out program.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '06	FT Employees FY '07	Hires	Transfer In	Retires	Terms	Quits	Early Out	Transfer Out	Hire Rate	Separation Rate
ADMINISTRATION SERVICES	367	375	28	9	7	3	10	0	5	10.10%	6.82%
AGRICULTURE	385	382	31	9	8	3	5	0	17	10.46%	8.63%
ALCOHOLIC BEVERAGES***	50	61	22	0	1	5	1	0	0	43.56%	13.86%
AUDITOR	107	106	22	0	0	2	15	0	5	20.09%	20.09%
BANKING***	64	64	2	2	0	0	3	0	1	6.35%	6.35%
BLIND	97	92	3	1	3	4	2	0	0	4.08%	9.18%
CIVIL RIGHTS	23	23	4	0	1	0	2	0	0	17.39%	13.04%
COLLEGE AID	41	46	10	0	1	1	2	0	0	24.39%	9.76%
CORRECTIONS	2,920	3,079	354	8	27	35	80	0	19	12.50%	5.56%
CREDIT UNION***	15	13	0	0	0	0	2	0	0	0.00%	12.90%
CULTURAL AFFAIRS	70	71	6	1	0	0	5	0	0	10.45%	7.46%
ECONOMIC DEVELOPMENT***	127	131	6	6	2	2	4	0	3	9.30%	8.53%
EDUCATION	596	573	33	8	10	1	22	0	11	6.90%	7.41%
ELDER AFFAIRS	32	32	4	1	0	0	1	0	2	16.67%	10.00%
ETHICS/CAMPAIGN DISCLOSURE	6	5	0	0	0	0	0	0	0	0.00%	0.00%
FINANCE AUTHORITY***	86	83	1	2	1	1	4	0	1	3.49%	8.14%
GOVERNOR'S OFFICE	40	39	15	14	1	0	15	0	15	72.50%	77.50%
HUMAN RIGHTS	55	52	1	1	1	1	0	0	2	3.57%	7.14%
HUMAN SERVICES	5,520	5,625	561	25	58	95	188	0	43	10.90%	7.14%
INSPECTIONS AND APPEALS	505	514	34	12	4	5	12	0	5	9.26%	5.24%
INSURANCE***	87	88	7	0	1	2	2	0	1	8.19%	7.02%
IOWA COMMUNICATIONS NTRWK	80	84	7	2	2	0	3	0	0	10.59%	5.88%
IOWA PUBLIC TELEVISION	116	116	12	0	2	1	7	0	1	10.62%	9.73%
IPERS	86	82	2	3	1	3	3	0	0	5.92%	8.28%
JUSTICE*	204	241	29	2	4	1	10	0	4	15.23%	9.34%
LAW ENFORCEMENT ACADEMY	27	27	0	0	0	0	0	0	0	0.00%	0.00%
LOTTERY***	112	111	5	0	3	0	1	0	0	4.55%	3.64%
MANAGEMENT	28	30	1	6	0	0	2	0	2	25.45%	14.55%
NATURAL RESOURCES	928	945	70	8	11	4	16	0	7	8.48%	4.13%
PAROLE	10	11	4	0	0	0	1	0	0	40.00%	10.00%
PROFESSIONAL LICENSING***	12	14	2	2	1	0	0	0	2	36.36%	27.27%
PUBLIC DEFENSE	361	354	28	1	5	5	14	0	5	7.90%	7.90%
PUBLIC EMPLOYMENT RELATIONS	9	9	0	0	0	0	0	0	0	0.00%	0.00%
PUBLIC HEALTH	410	407	36	6	4	0	25	0	9	10.45%	9.45%
PUBLIC SAFETY	948	953	60	4	24	6	12	0	4	7.13%	5.13%
REVENUE***	373	362	14	9	3	1	6	0	7	6.20%	4.58%
SECRETARY OF STATE	40	36	5	3	0	0	1	0	11	20.25%	30.38%
TRANSPORTATION	3,112	3,045	140	****	147	22	36	0	****	N/A	N/A
TREASURER	23	24	7	0	0	2	3	0	0	31.11%	22.22%
UTILITIES***	89	67	4	1	1	1	2	0	0	5.59%	4.47%
VETERAN'S AFFAIRS	799	813	90	2	8	15	40	0	6	11.66%	8.75%
WORKFORCE DEVELOPMENT	766	779	73	16	12	5	19	0	5	11.72%	5.40%
GRAND TOTALS	19,726	19,964	1,733	164	354	226	576	0	193	9.75%	6.93%

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

NOTE: Transfer In and Transfer Out indicate movement from one executive branch department to another only. Intra-agency transfers are not included.

NOTE: Rates determined by dividing by the average of FY '06 FT employee headcount and FY '07 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '07.

NOTE: Large rates for small department are misleading because they are a function of the small number of employees in that department. (ex: Governor's Office & Treasurer's Office).

* Consumer Advocate Office previously reported as part of Commerce-Utilities is now included with Justice as of FY07.

** Former individual departments, which now make up the Department of Administrative Services.

*** Formerly part of other department and now reported as their own department

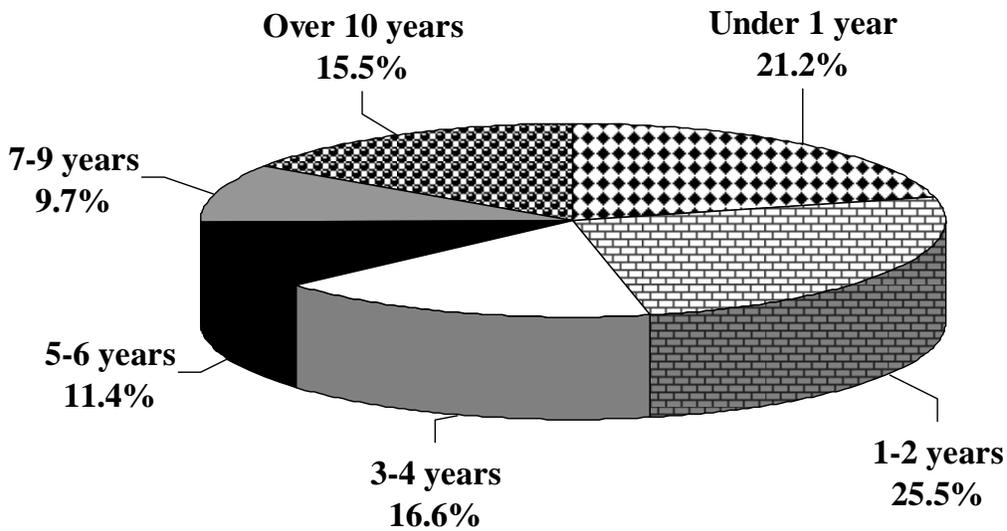
**** Data not available.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

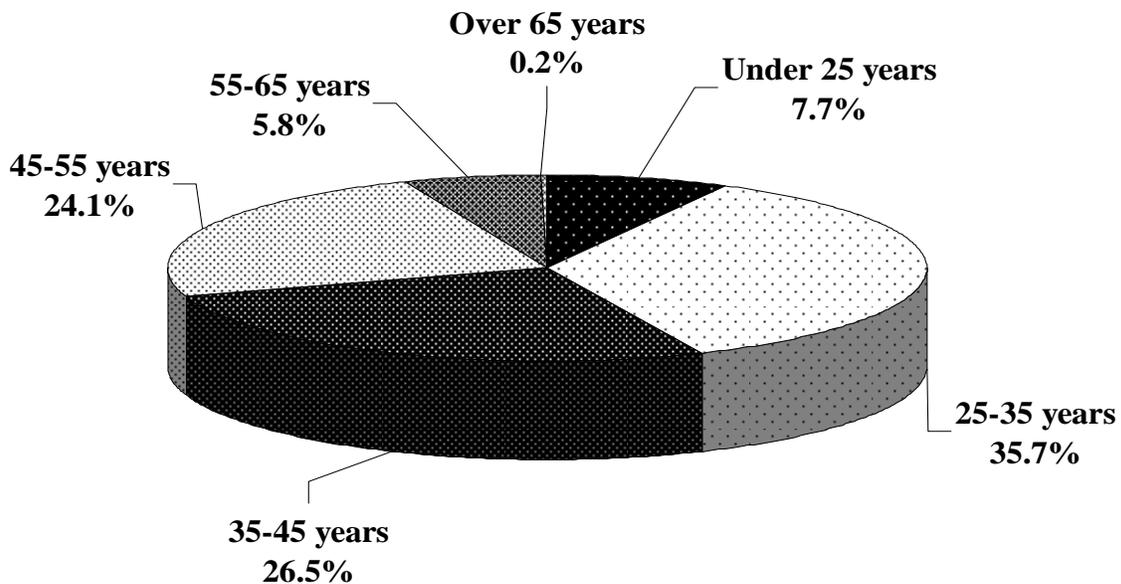
Voluntary Executive Branch Separations by Length of Service

(5 YEAR AVERAGE)



Voluntary Executive Branch Separations by Age Group

(5 YEAR AVERAGE)



NOTE: Voluntary executive branch separations include only individuals who have voluntarily left executive branch employment. Retirements and employees choosing the early out option are not included in voluntary separations. Also, percentages are rounded and may not sum to exactly 100%.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Separation Payouts by Department, Fiscal Year 2007

DEPARTMENT	Vacation Payout**	Sick Leave Payout
ADMINISTRATIVE SERVICES	\$2,429,257.38	\$24,044.61
AGRICULTURE	\$115,696.94	\$30,673.37
ALCOHOLIC BEVERAGES*	\$30,581.83	\$8,000.00
AUDITOR	\$84,425.48	\$4,000.00
BANKING*	\$25,133.67	\$0.00
BLIND	\$9,246.10	\$271.15
CIVIL RIGHTS	\$8,155.47	\$0.00
COLLEGE AID	\$16,622.65	\$2,000.00
CORRECTIONS	\$616,281.52	\$143,932.21
CREDIT UNION*	\$6,940.26	\$0.00
CULTURAL AFFAIRS	\$39,058.01	\$3,179.91
ECONOMIC DEVELOPMENT	\$77,389.60	\$2,134.80
EDUCATION	\$312,623.82	\$62,000.00
ELDER AFFAIRS	\$31,650.79	\$4,000.00
ETHICS/CAMPAIGN DISCLOSURE	\$13,306.61	\$2,000.00
FINANCE AUTHORITY**	\$39,202.90	\$4,000.00
GOVERNOR'S OFFICE	\$59,977.15	\$6,000.00
HUMAN RIGHTS	\$28,294.39	\$4,000.00
HUMAN SERVICES	\$1,423,842.46	\$324,701.46
INSPECTIONS AND APPEALS	\$307,394.46	\$41,332.36
INSURANCE*	\$39,611.39	\$0.00
IOWA COMMUNICATIONS NTKW	\$10,088.82	\$4,000.00
IOWA PUBLIC TELEVISION	\$31,611.02	\$2,000.00
IPERS*	\$69,363.69	\$6,000.00
JUSTICE***	\$54,162.79	\$11,237.82
LAW ENFORCEMENT ACADEMY	\$0.00	\$0.00
LOTTERY*	\$71,964.01	\$10,000.00
MANAGEMENT	\$39,891.79	\$2,000.00
NATURAL RESOURCES	\$491,542.97	\$67,957.04
PAROLE	\$15,209.03	\$4,000.00
PROFESSIONAL LICENSING*	\$19,795.62	\$2,000.00
PUBLIC DEFENSE	\$117,110.55	\$22,491.63
PUBLIC EMPLOYMENT RELATIONS	\$0.00	\$0.00
PUBLIC HEALTH	\$137,312.12	\$22,622.00
PUBLIC SAFETY	\$700,919.99	\$36,000.00
REVENUE*	\$217,159.98	\$40,483.58
SECRETARY OF STATE	\$27,274.84	\$0.00
TRANSPORTATION	\$1,102,662.77	\$58,777.02
TREASURER	\$30,209.43	\$2,000.00
UTILITIES*	\$54,842.57	\$6,000.00
VETERANS AFFAIRS	\$258,233.07	\$40,055.85
WORKFORCE DEVELOPMENT	\$492,593.68	\$96,271.66
GRAND TOTALS	\$9,656,641.62	\$1,100,166.47

* Formerly part of other department and now are their own department.

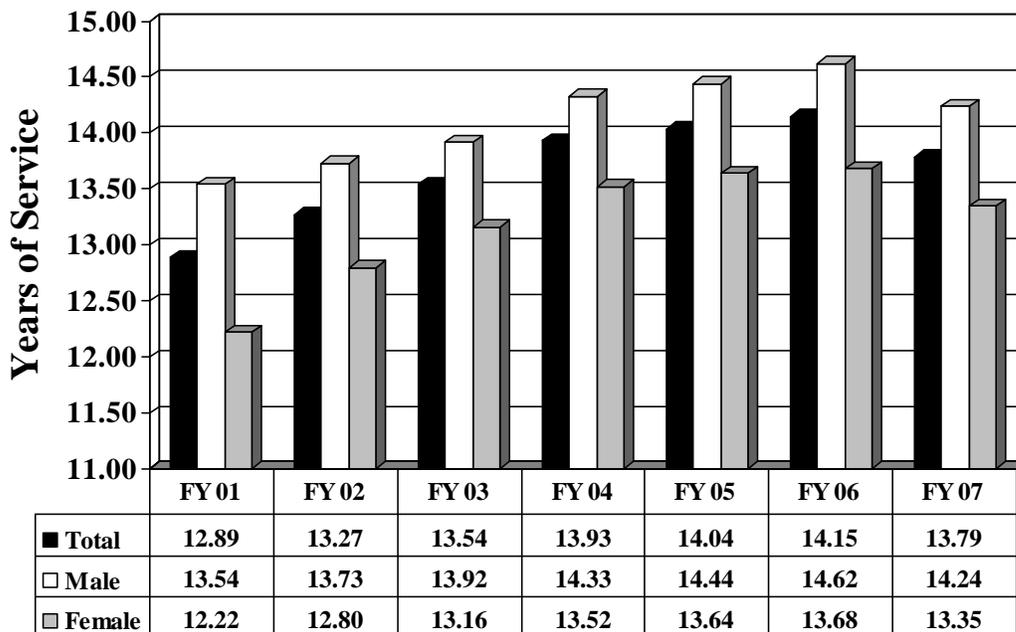
** Vacation Payout includes Terminal Leave Payout.

*** Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

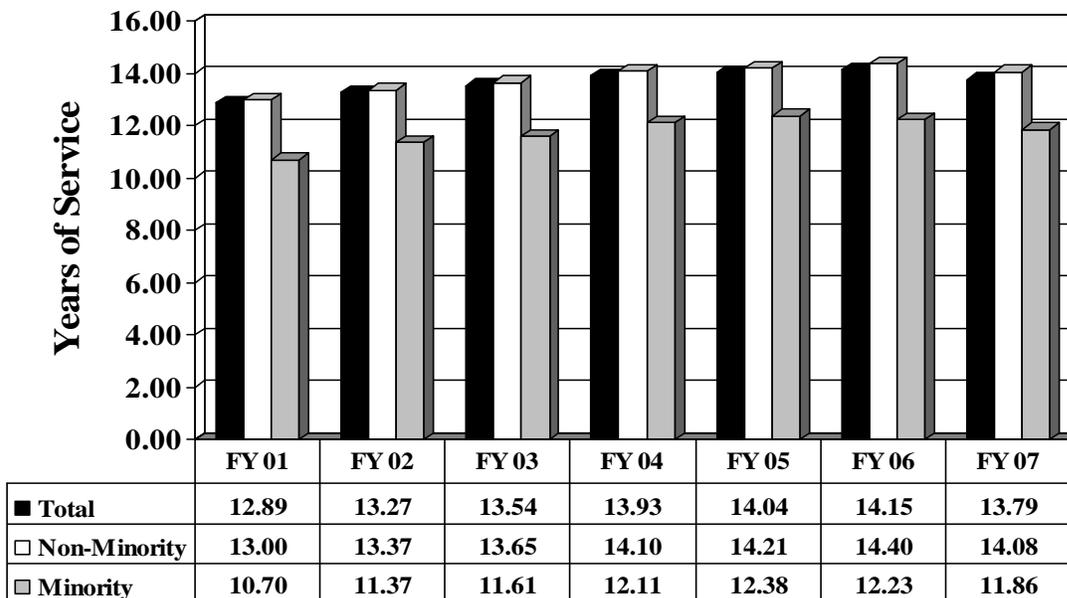
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services & Iowa Department of Transportation - HRIS: TMohning

Average Length of Service by Gender



Average Length of Service by Minority Status



NOTE: Minority status based on self-report during orientation process for new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Average Length of Service & Age by Department, Fiscal Year 2007

Department	Workforce	Ave LOS	Ave Age
ADMINISTRATIVE SERVICES	375	15.18	49.06
AGRICULTURE	382	14.91	49.53
ALCOHOLIC BEVERAGES*	61	8.11	44.51
AUDITOR	106	9.05	37.05
BANKING*	64	16.51	44.43
BLIND	92	14.47	49.82
CIVIL RIGHTS	23	15.32	50.12
COLLEGE AID	46	10.19	45.59
CORRECTIONS	3,079	11.62	45.02
CREDIT UNION*	13	11.31	39.74
CULTURAL AFFAIRS	71	13.07	50.14
ECONOMIC DEVELOPMENT**	131	12.69	47.14
EDUCATION	573	13.91	49.74
ELDER AFFAIRS	32	10.07	49.44
ETHICS/CAMPAIGN DISCLOSURE	5	15.50	51.97
FINANCE AUTHORITY**	83	8.48	46.34
GOVERNOR'S OFFICE	39	7.06	40.61
HUMAN RIGHTS	52	13.22	49.57
HUMAN SERVICES	5,625	13.73	45.95
INSPECTIONS AND APPEALS	514	12.02	48.16
INSURANCE*	88	13.33	49.23
IOWA COMMUNICATIONS NTKW	84	9.96	45.85
IOWA PUBLIC TELEVISION	116	14.41	47.47
IPERS**	82	12.53	45.65
JUSTICE***	241	13.15	47.55
LAW ENFORCEMENT ACADEMY	27	14.88	55.05
LOTTERY**	111	15.11	50.11
MANAGEMENT	30	15.77	48.71
NATURAL RESOURCES	945	14.25	44.54
PAROLE	11	11.13	44.00
PROFESSIONAL LICENSING*	14	12.98	47.84
PUBLIC DEFENSE	354	11.18	46.56
PUBLIC EMPLOYMENT RELATIONS	9	17.55	55.83
PUBLIC HEALTH	407	11.26	47.51
PUBLIC SAFETY	953	13.21	40.66
REVENUE**	362	17.95	50.39
SECRETARY OF STATE	36	13.44	46.54
TRANSPORTATION	3,045	17.16	48.30
TREASURER	24	7.72	40.18
UTILITIES*	67	15.46	51.66
VETERAN'S AFFAIRS	813	11.31	45.57
WORKFORCE DEVELOPMENT	779	15.50	51.02
GRAND TOTALS	19,964	13.79	46.53

* Commerce is now reported individually by division.

** Formerly part of other department and now are their own department.

***. Justice now includes the Consumer Advocate Office as of FY07, which in previous years has been reported with Commerce-Utilities.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Age Groups by Department, Fiscal Year 2007

DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
ADMINISTRATIVE SERVICES	5	30	71	155	110	4
AGRICULTURE	3	30	73	156	109	11
ALCOHOLIC BEVERAGES*	6	12	10	17	15	1
AUDITOR	23	33	19	21	9	1
BANKING*	3	11	14	27	9	0
BLIND	0	10	16	34	29	3
CIVIL RIGHTS	0	3	3	6	10	1
COLLEGE AID	0	12	9	10	15	0
CORRECTIONS	82	492	887	1,053	530	35
CREDIT UNION*	2	4	1	5	0	1
CULTURAL AFFAIRS	0	8	8	30	22	3
ECONOMIC DEVELOPMENT**	1	23	25	45	29	8
EDUCATION	0	55	126	181	202	9
ELDER AFFAIRS	0	3	6	10	12	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	1	2	2	0
FINANCE AUTHORITY**	0	14	23	23	21	2
GOVERNOR'S OFFICE	5	9	9	14	2	0
HUMAN RIGHTS	0	3	17	14	15	3
HUMAN SERVICES	166	957	1,213	1,980	1,238	71
INSPECTIONS AND APPEALS	5	51	140	173	129	16
INSURANCE*	0	10	14	36	26	2
IOWA COMMUNICATIONS NTKW	0	10	31	23	19	1
IOWA PUBLIC TELEVISION	1	19	18	50	28	0
IPERS**	1	8	31	30	11	1
JUSTICE***	1	26	61	86	66	1
LAW ENFORCEMENT ACADEMY	1	0	1	11	12	2
LOTTERY**	2	9	25	33	37	5
MANAGEMENT	0	2	5	16	7	0
NATURAL RESOURCES	15	209	235	287	194	5
PAROLE	1	2	1	5	2	0
PROFESSIONAL LICENSING*	0	3	2	5	4	0
PUBLIC DEFENSE	11	48	92	112	88	3
PUBLIC EMPLOYMENT RELATIONS	0	0	0	4	5	0
PUBLIC HEALTH	4	68	84	126	117	8
PUBLIC SAFETY	60	252	306	245	87	3
REVENUE**	3	36	47	135	133	8
SECRETARY OF STATE	1	6	9	8	10	2
TRANSPORTATION	22	311	648	1,241	782	41
TREASURER	2	7	5	7	3	0
UTILITIES*	0	3	16	18	25	5
VETERAN'S AFFAIRS	42	119	167	308	169	8
WORKFORCE DEVELOPMENT	4	62	127	260	297	29
GRAND TOTALS	472	2,970	4,596	7,002	4,630	294
<i>PERCENTAGES</i>	<i>2.4%</i>	<i>14.9%</i>	<i>23.0%</i>	<i>35.1%</i>	<i>23.2%</i>	<i>1.5%</i>

* Commerce is now reported individually by division.

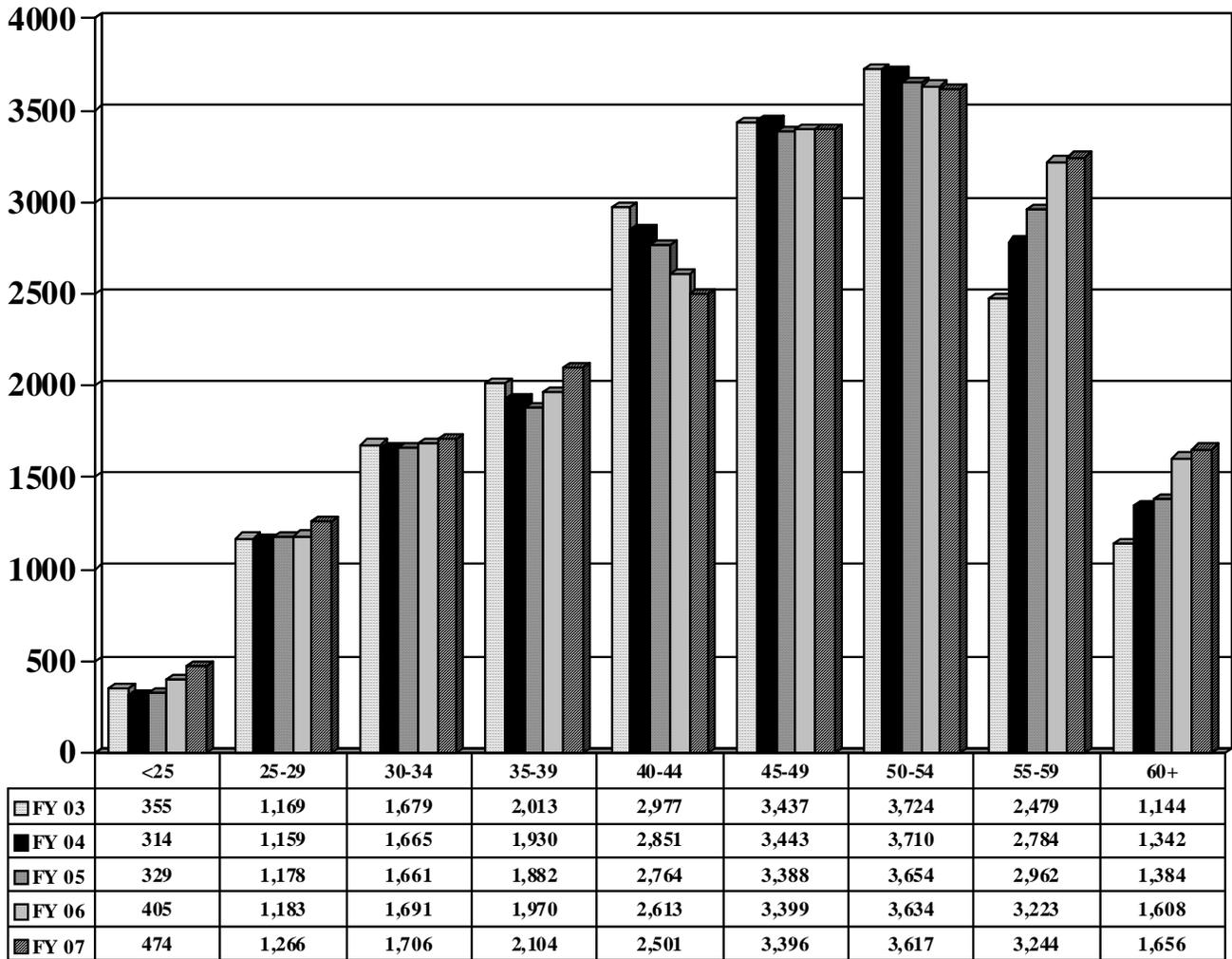
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-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Executive Branch Full-Time Employee Age Groups, Fiscal Year 2003 through Fiscal Year 2007



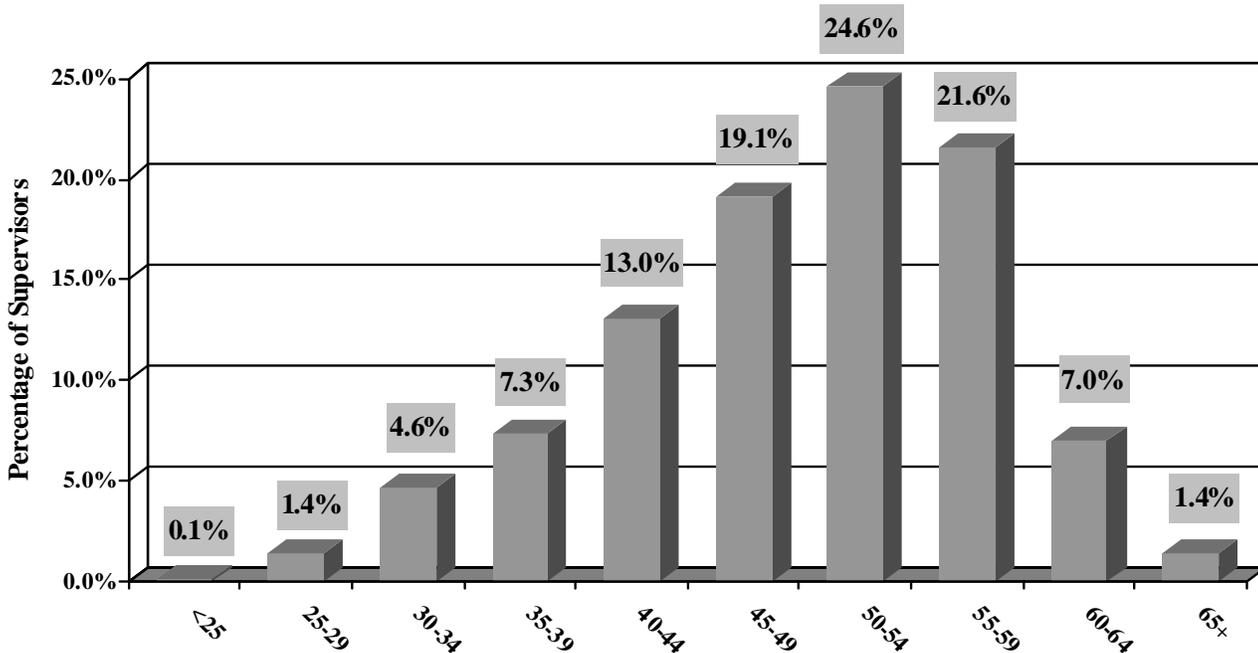
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Supervisors by Age Groups

Age Grp	FY 00		FY 01		FY 02		FY 03		FY 04		FY 05		FY 06		FY 07	
	Count	%	Count	%	Count	%	Count	%								
<25	1	0.0%	2	0.1%	0	0.0%	1	0.1%	2	0.1%	0	0.0%	4	0.2%	1	0.1%
25-29	25	1.2%	27	1.3%	15	0.8%	19	1.0%	15	0.8%	20	1.1%	25	1.3%	26	1.4%
30-34	71	3.4%	72	3.4%	52	2.9%	61	3.4%	59	3.2%	67	3.7%	79	4.2%	88	4.6%
35-39	197	9.5%	188	8.8%	158	8.7%	131	7.2%	125	6.8%	114	6.3%	118	6.2%	138	7.3%
40-44	358	17.3%	358	16.8%	297	16.4%	277	15.3%	260	14.2%	254	14.0%	236	12.5%	247	13.0%
45-49	473	22.8%	474	22.3%	396	21.8%	377	20.8%	372	20.3%	368	20.3%	375	19.8%	363	19.1%
50-54	526	25.3%	576	27.1%	533	29.4%	527	29.0%	515	28.1%	487	26.9%	478	25.3%	466	24.6%
55-59	292	14.1%	289	13.6%	278	15.3%	315	17.3%	362	19.8%	381	21.0%	427	22.6%	410	21.6%
60-64	110	5.3%	120	5.6%	77	4.2%	88	4.8%	106	5.8%	105	5.8%	123	6.5%	132	7.0%
65+	22	1.1%	19	0.9%	10	0.6%	12	0.7%	15	0.8%	16	0.9%	26	1.4%	26	1.4%
Totals	2,075	100%	2,125	100%	1,816	100%	1,808	100%	1,831	100.0%	1,812	100.0%	1,891	100.0%	1,897	100.0%

Supervisors by Age Groups, Fiscal Year 2007

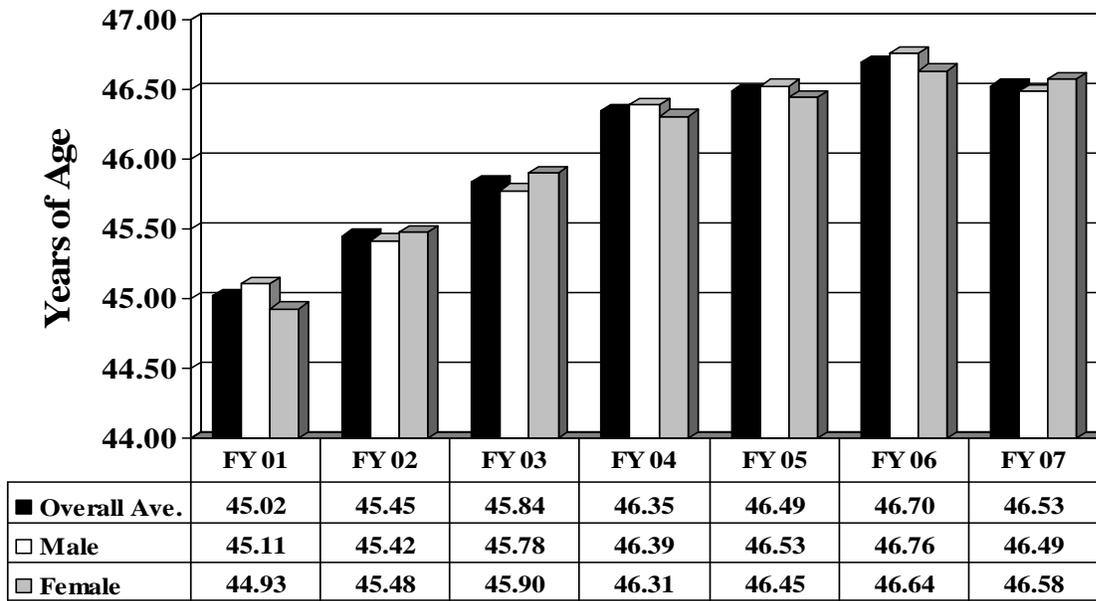


NOTE: Supervisors determined by identifying those designated as "Supervisory" under Bargaining Status in HRIS. Also, percentages are rounded and may not sum to exactly 100%.

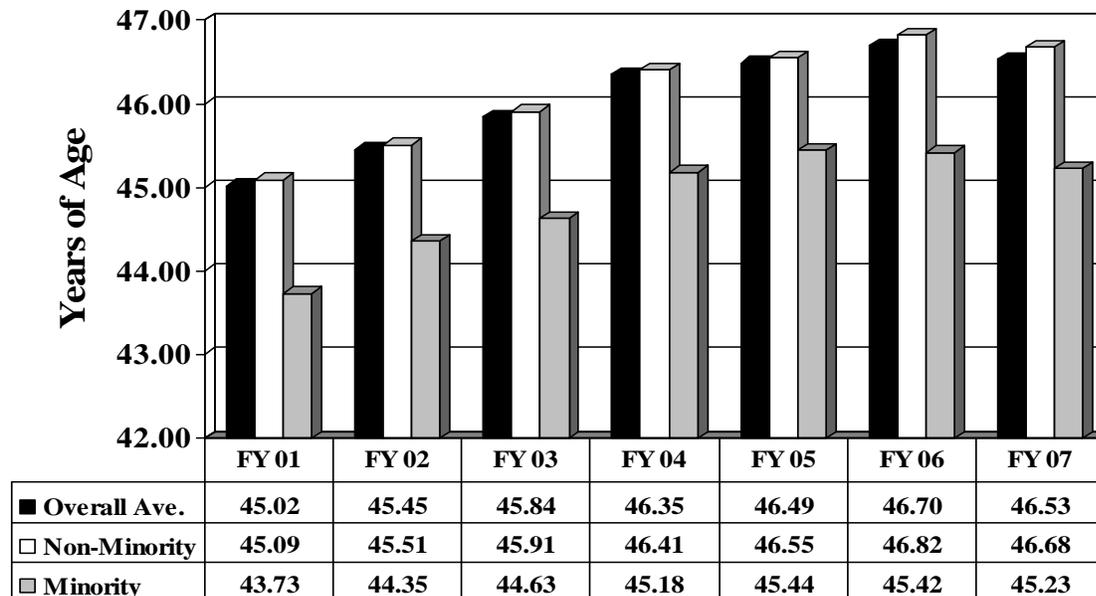
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Average Age by Gender



Average Age by Minority Status

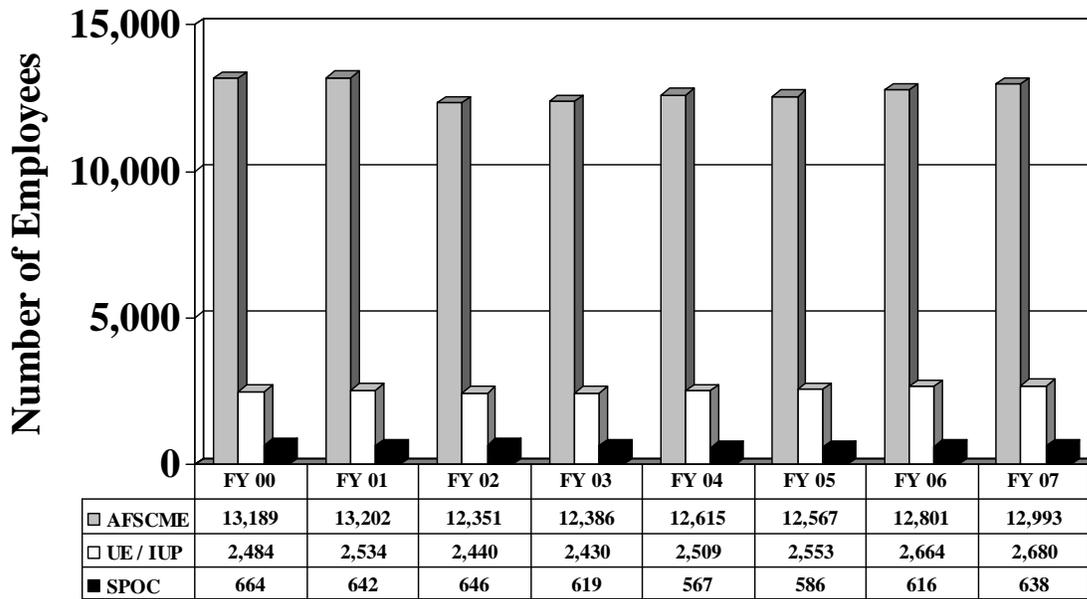


NOTE: Minority status based on self-report during orientation of new employees. Reporting not required.

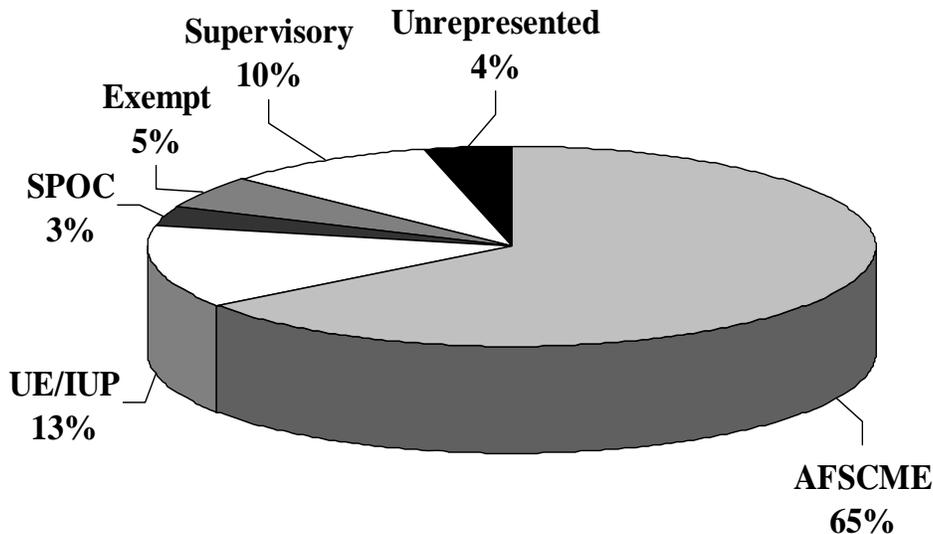
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Bargaining Unit Coverage



Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2007



AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining and, therefore, not covered by a collective bargaining agreement.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2007

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
AFSCME	450	3,468	1,261	2,202
IUP	0	1,794	886	0
SPOC	0	0	0	638
EXEMPT	156	575	59	38
SUPERVISORY	1,151	325	81	235
UNREPRESENTED	1	741	11	0
TOTALS	1,758	6,903	2,298	3,113

Bargaining Coverage	Category 5 Protective Service: Non- Sworn	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	0	2,091	1,614	1,907
IUP	0	0	0	0
SPOC	0	0	0	0
EXEMPT	0	159	0	9
SUPERVISORY	0	0	84	21
UNREPRESENTED	0	0	0	0
TOTALS	0	2,250	1,698	1,937

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units. Executive branch, full-time employees only.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories. By definition, elected officials are not included in EEO-4 Category groupings.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Collective Bargaining Coverage by Gender

	FY 00		FY 01		FY 02		FY 03	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,444	6,745	6,458	6,744	6,048	6,303	5,987	6,399
IUP	1,687	797	1,720	814	1,643	797	1,641	789
SPOC	45	619	39	603	42	604	40	579
EXEMPT	751	383	736	403	675	351	671	351
SUPERVISORY	785	1,290	824	1,301	726	1,090	736	1,072
UNREPRESENTED	256	444	264	453	253	421	272	440
SUBTOTALS	9,968	10,278	10,041	10,318	9,387	9,566	9,347	9,630
GRAND TOTALS	20,246		20,359		18,953		18,977	
	FY 04		FY 05		FY 06		FY 07	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,119	6,496	6,129	6,438	6,300	6,501	6,418	6,575
IUP	1,714	795	1,763	790	1,864	800	1,906	774
SPOC	38	529	38	548	38	578	40	598
EXEMPT	631	319	624	339	624	379	638	365
SUPERVISORY	748	1,083	740	1,072	796	1,095	811	1,086
UNREPRESENTED	276	450	282	439	297	454	311	442
SUBTOTALS	9,526	9,672	9,576	9,626	9,919	9,807	10,124	9,840
GRAND TOTALS	19,198		19,202		19,726		19,964	

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Collective Bargaining Coverage by Minority Status

	FY 00			FY 01			FY 02			FY 03		
	Non-Minority	Minority	Declined to Respond									
AFSCME	12,343	688	158	12,363	690	149	11,550	654	147	11,578	668	140
IUP	2,341	128	15	2,391	129	14	2,306	119	15	2,287	125	18
SPOC	644	19	1	622	19	1	623	22	1	596	22	1
EXEMPT	1,071	44	19	1,074	49	16	969	41	16	966	39	17
SUPERVISORY	1,999	63	13	2,045	66	14	1,744	58	14	1,738	59	11
UNREPRESENTED	601	72	27	620	69	28	590	63	21	626	65	21
SUBTOTALS	18,999	1,014	233	19,115	1,022	222	17,782	957	214	17,791	978	208
GRAND TOTALS	20,246			20,359			18,953			18,977		
	FY 04			FY 05			FY 06			FY 07		
	Non-Minority	Minority	Declined to Respond									
AFSCME	11,814	666	135	11,773	653	141	11,884	681	236	11,979	716	298
IUP	2,360	129	20	2,390	141	22	2,488	156	20	2,494	164	22
SPOC	546	20	1	566	19	1	595	20	1	615	22	1
EXEMPT	896	35	19	909	35	19	949	39	15	950	41	12
SUPERVISORY	1,762	56	13	1,742	55	15	1,811	66	14	1,804	73	20
UNREPRESENTED	633	70	23	636	65	20	662	67	22	664	68	21
SUBTOTALS	18,011	976	211	18,016	968	218	18,389	1,029	308	18,506	1,084	374
GRAND TOTALS	19,198			19,202			19,726			19,964		

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

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NOTE: Minority Status based on self-report during orientation of new employees. Reporting not required.

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Average Annual Base Salary by Collective Bargaining Coverage

	FY 00		FY 01		FY 02		FY 03	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	13,189	\$32,485	13,202	\$34,528	12,351	\$36,373	12,386	\$38,622
IUP	2,484	\$36,575	2,534	\$38,264	2,440	\$39,931	2,430	\$41,297
SPOC	664	\$40,378	642	\$42,762	646	\$45,299	619	\$48,396
EXEMPT	1,134	\$45,178	1,139	\$47,411	1,026	\$50,638	1,022	\$52,819
SUPERVISORY	2,075	\$55,092	2,125	\$57,341	1,816	\$61,707	1,808	\$65,000
UNREPRESENTED	700	\$52,689	717	\$55,446	674	\$59,675	712	\$62,999
GRAND TOTALS	20,246	\$36,972	20,359	\$39,091	18,953	\$41,164	18,977	\$43,476

	FY 04		FY 05		FY 06		FY 07	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,615	\$40,734	12,567	\$42,730	12,801	\$43,709	12,993	\$44,532
IUP	2,509	\$42,263	2,553	\$44,591	2,664	\$45,918	2,680	\$48,126
SPOC	567	\$49,698	586	\$50,331	616	\$50,559	638	\$51,461
EXEMPT	950	\$55,743	963	\$56,977	1,003	\$57,749	1,003	\$59,951
SUPERVISORY	1,831	\$67,771	1,812	\$70,373	1,891	\$71,769	1,897	\$73,517
UNREPRESENTED	726	\$66,183	721	\$68,663	751	\$69,457	753	\$70,971
GRAND TOTALS	19,198	\$45,482	19,202	\$47,506	19,726	\$48,605	19,964	\$49,762

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

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Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 00			FY 01			FY 02			FY 03		
	Retires	Terms	Quits									
AFSCME	262	252	469	241	232	523	163	350	488	122	252	363
IUP	22	24	77	43	20	103	44	45	135	40	28	67
SPOC	8	0	6	17	4	5	11	5	9	9	3	16
EXEMPT	19	9	98	27	6	88	9	17	77	4	12	38
SUPERVISORY	49	12	40	60	11	39	38	17	48	22	16	30
UNREPRESENTED	23	6	31	14	3	39	7	9	36	5	5	17
TOTALS	383	303	721	402	276	797	272	443	793	202	316	531

Bargaining Coverage	FY 04			FY 05			FY 06			FY 07		
	Retires	Terms	Quits									
AFSCME	139	182	298	173	180	342	169	196	335	245	186	356
IUP	23	26	55	25	27	74	29	21	78	19	23	85
SPOC	18	5	13	12	1	3	10	1	5	12	1	2
EXEMPT	7	5	39	10	13	68	12	5	60	13	6	66
SUPERVISORY	30	13	19	35	15	28	25	9	29	54	8	40
UNREPRESENTED	10	4	21	14	4	23	11	3	14	11	2	27
TOTALS	227	235	445	269	240	538	256	235	521	354	226	576

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

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Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2007

State Government	Number of Staff	Avg. LOS	Avg Age
AFSCME			
Clerical	1,796	13.41	49.07
Technical	3,727	14.18	45.97
Blue Collar	2,226	13.97	48.7
Fiscal & Staff	2,174	14.9	47.61
Fiscal & Staff (Field Status)	335	14.13	50.2
Security	2,148	10.93	43.32
Patient Care	587	10.93	47.19
Totals	12,993	13.47	46.87
UE/IUP			
Social Services	1,462	12.04	43.92
Science	461	13.2	45.19
Social Services-IMW	757	14.53	45.66
Totals	2,680	12.94	44.63
SPOC			
Public Safety	638	12.28	37.65
NONCONTRACT			
Exempt	1,003	13.05	45.59
Supervisory	1,897	18.6	49.8
Unrepresented	753	12.36	48.09
Totals	3,653	15.79	48.29
GRAND TOTAL	19,964	13.79	46.53

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

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Source: Iowa Department of Administrative Services - AS/400 Query: PPeterson

Mental Health Institution (410) -Mt. Pleasant
Resource Center (411) -Glenwood
Resource Center (412) -Woodward
Central Office (413)

Inspections & Appeals -

Central Office (427)
Appellate Defender (428)
Racing and Gaming (429)

Iowa Communications Network (336)
Iowa Public Television (285)

Justice -

Attorney General's Office (112)
Consumer Advocate Office (114)

Law Enforcement Academy (467)
Management (532)
Natural Resources (542)
Parole (547)
IPERS (553)

Public Defense -

Public Defense (582)
Emergency Management (583)

Public Employment Relations (572)
Public Health (588)
Public Safety (595)
Revenue (625)
Lottery (627)
Secretary of State (635)
Transportation (645)
Treasurer (655)
Veteran's Affairs (671)
Workforce Development (309)

NOTE: Numbers listed adjacent to agency listings correspond to codes used in the budgeting and human resource system to identify distinct departmental and sub-departmental units.