



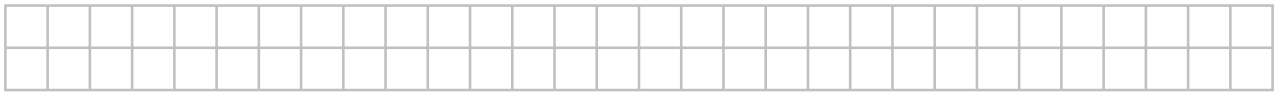
Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2003	27
Executive Branch Full-Time Minority Employees by Department	28
Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2003	30
Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2003	31
Executive Branch Full-Time Employees with Disabilities	32
<b>Leave</b>	<b>33</b>
Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2003	34
Executive Branch Full-Time Employee Sick Leave, Expenditures & Usage, Fiscal Year 2003	35
Executive Branch Full-Time Employee Other Types Leave, Expenditures & Usage, Fiscal Year 2003	36
<b>Benefits</b>	<b>37</b>
Employee Insurance Premiums Paid, Calendar Year 2003	37
State Funded Insurance Premiums	38
AFSCME Health Insurance Premium Shares Wellmark Blue Cross/Blue Shield Program 3 Plus	39
Health Plan Enrollments as of 01/01/03	40
Health Plan Enrollments as of 01/01/03	41
Dental Insurance Contributions	42
Workers' Compensation Claims	43
Workers' Compensation Claims Paid Compared to Average Cost per Claim	43
Lost Work Days Due to Injury	44
Workers' Compensation Comparisons by Government Branch	44
Unemployment Expenditures	45
Unemployment Claims by Department Fiscal Year 2003	46
Employee Assistance Program Data by Fiscal Year	47
Employee Assistance Program Use by Fiscal Year	48
Deferred Compensation Enrollments, Fiscal Year 2003	49
Deferred Compensation Program, Total Amount Deferred	49

<b>Employee Mobility</b> .....	<b>51</b>
Top 25 Most Populous Job Classes, Fiscal Year 2003 .....	52
Top 25 Classes by New Full-Time Hires, Fiscal Year 2003 .....	53
Total New Full-Time Hires by Fiscal Year by Department .....	54
Total New Full-Time Hires by Fiscal Year .....	56
New Full-Time Hire Percentages by Department, Fiscal Year 2003 .....	57
Executive Branch Full-Time Employee New Hire Rate and Separation Rate ____	58
Separation Type .....	58
Top 25 Executive Branch Separations by Class, Fiscal Year 2003 .....	59
Executive Branch Separations by Department .....	60
Executive Branch Hire & Separation Rates by Department .....	62
Voluntary Executive Branch Separations by Length of Service .....	63
Voluntary Executive Branch Separations by Age Group .....	63
Separation Payouts by Department, Fiscal Year 2003 .....	64
<b>Age and Years of Service</b> .....	<b>65</b>
Average Length of Service by Gender .....	66
Average Length of Service by Minority Status .....	66
Average Length of Service & Age by Department, Fiscal Year 2003 .....	67
Age Groups by Department, Fiscal Year 2003 .....	68
Executive Branch Full-Time Employee Age Groups, Fiscal Year 1999 through 2003 .....	69
Supervisors by Age Groups, Fiscal Year 1996 through 2003 .....	70
Supervisors by Age Groups, Fiscal Year 2003 .....	70
Average Age by Gender .....	71
Average Age by Minority Status .....	71
<b>Collective Bargaining</b> .....	<b>72</b>
Bargaining Unit Coverage .....	74
Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2003 .....	74
Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2003 .....	75
Collective Bargaining Coverage by Gender .....	76

Collective Bargaining Coverage by Minority Status _____	77
Average Annual Base Salary by Collective Bargaining Coverage _____	78
Separations by Collective Bargaining Coverage _____	79
Average Age & Length of Service by Collective Bargaining Coverage, Fiscal Year 2003 _____	80
<b>Executive Branch Departments _____</b>	<b>81</b>

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Human Resource Enterprise (HRE) at (515) 281-4429

# Executive Summary



Almost 19,000 employees work for the State of Iowa Executive Branch (excluding Fair Authority, Community-Based Corrections, and the Regents employees). These employees are undoubtedly the most valuable resource for providing timely and quality services to Iowans. To strategically manage this resource, State departments and policymakers must have thorough and accurate information.

The information in "Just the Facts for 2003" is a snapshot of the workforce, collected, compiled, and presented in a format that will aid agencies and decision makers in strategic planning. In many cases, these data cover a number of years and are presented to give the reader a sense of trends.

While the Department of Administrative Services (DAS), Human Resource Enterprise (HRE) wants to present data in its purist form so readers can draw their own conclusions, we also have a responsibility to clarify anything that may be confusing or misleading. It is important to highlight workforce trends and explain their significance to the work of Iowa state government. The following chapter summaries are intended to do that.

## **Chapter 1: Employees**

The Executive Branch is the largest employer in the state when all agencies and the Regents institutions are combined. It is the second largest employer in Iowa when the Regents is not included.

Over half of the full-time workforce is in the Departments of Human Services (26%), Transportation (17%), and Corrections (16%). Over one-third of the Executive Branch workforce is in Polk County and just under one-third of the full-time workforce is classified as Professional.

The number of full-time employees\* had increased a total of 1.8% from FY 1996 to the end of FY 2003. Although, over the past 2 years the number of full-time employees actually decreased 7.3%.

*\* This does not include the Fair Authority, Community-Based Corrections, and Regents employees.*

## **Chapter 2: Salaries**

The annual base salary has increased a total of 33.4% since FY 1996, an average of about 4.8% a year. The average annual base salary of state employees in FY 2003 was \$43,476 or \$20.90 per hour.

It is useful to compare salaries paid to Executive Branch employees with salaries paid by other employers. Because the work of government is primarily knowledge-based, many jobs require at least a college education, while others require post-graduate degrees. The U.S. Census Bureau issued a news release in March of 2003, which found that median earnings on the national level vary by educational attainment and, on average, an individual with a bachelor's degree had annual earnings of \$50,623.

Since the first "Just the Facts" in FY 2000, Recruitment, Retention and Performance payments have all been drastically reduced. For example, since FY 2000, performance payments have been reduced by almost 66% across all Executive Branch Departments.

Executive Branch employees earned 69,948 days of overtime in Fiscal Year 2003, valued at \$14,560,472. Of the 69,948 days of overtime worked, 87.4% of these days were worked in three departments, Human Services, Transportation, and Corrections. Since the first "Just the Facts" in FY 2000, overtime has been reduced by over 40% 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 employee. In FY 2003, the number of days per employee for these 3 departments has dropped to 5.47 days.

## **Chapter 3: Equal Employment**

The State of Iowa is committed to equal opportunity in employment and ensuring that the State's employment practices are nondiscriminatory. However, due in part to the decrease in staffing, the number of Executive Branch full-time employees who are female, of a racial/ethnic minority, or who have a disability has remained relatively static or decreased over the past several years. Almost one-third 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 in order to remain competitive in the recruitment marketplace. The number of racial/ethnic minorities in Iowa is estimated to have increased 25% during the 1990s and, in fact, may have actually doubled by the time Census 2000 numbers are released. The U.S. Census Bureau projects that racial/ethnic minorities will make up 8.9% of Iowa's population by 2025.

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 418,242 days of vacation with a value of \$65,864,363 and took 400,938 days of vacation valued at \$63,095,295. This is approximately 22.04\* of vacation days taken per full-time employee.

Employees used 159,059 days of regular sick leave, valued at \$24,321,947, during FY 2003. This is about 8.38\* days per full-time employee. This was less than half of the total 348,355 days of total sick leave earned, valued at \$52,603,202.

\* 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. Over 40% 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 risen approximately 90% since FY 1995. The employer premium share of family coverage for this plan has more than doubled 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 increased from 4.3% in FY 1996 to 6.0% in FY 2003. The Executive Branch turnover rate has increased from 6.0% in FY 1996 to 7.2% in FY 2003. By comparison, according to Human Resource Management, Ninth Edition, 1999, most organizations' turnover rates average about 16% per year.

A five-year average shows that over 54% 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 2011, it has been estimated that over 33% 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 22%, while the number of employees in the 25-29 age group has decreased by 16%. At the end of FY 2003, the average age of the 18,977 full-time permanent employees working in the Executive Branch was 45.84 years old and the average time worked for the State was 13.54 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, as over 57% of the workforce generally, and over 73% of supervisors, are over 45 years of age.

## **Chapter 8: Collective Bargaining**

Eighty-one percent of all full-time permanent Executive Branch employees are in positions covered by a collective bargaining agreement. Employees covered by the American Federation of State, County, and Municipal Employees (AFSCME) collective bargaining agreement earn an average annual salary of \$38,622 (up a total of 34.8% from FY 1996). Employees covered by the State Police Officers Council (SPOC) collective bargaining agreement earn an average annual salary of \$48,396 (up a total of 37.6% from FY 1996). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP) collective bargaining agreement earn an average annual salary of \$41,297 (up a total of 27.9% from FY 1996).

Employees covered by the AFSCME collective bargaining agreement are, on average, 45.92 years old and have been employed in the Executive Branch for 13.02 years. Employees covered by the SPOC collective bargaining agreement are, on average, 38.56 years old and have been employed in the Executive Branch for 13.50 years. Employees covered by the UE/IUP collective bargaining agreement are, on average, 44.57 years old and have been employed in the Executive Branch for 12.99 years.

## **Conclusion**

The Department of Administrative Services, HRE has published "Just the Facts 2003," 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 not a static asset. Continuous workforce planning and management of our human capital are essential to future success.



## Executive Branch Full-Time Employees

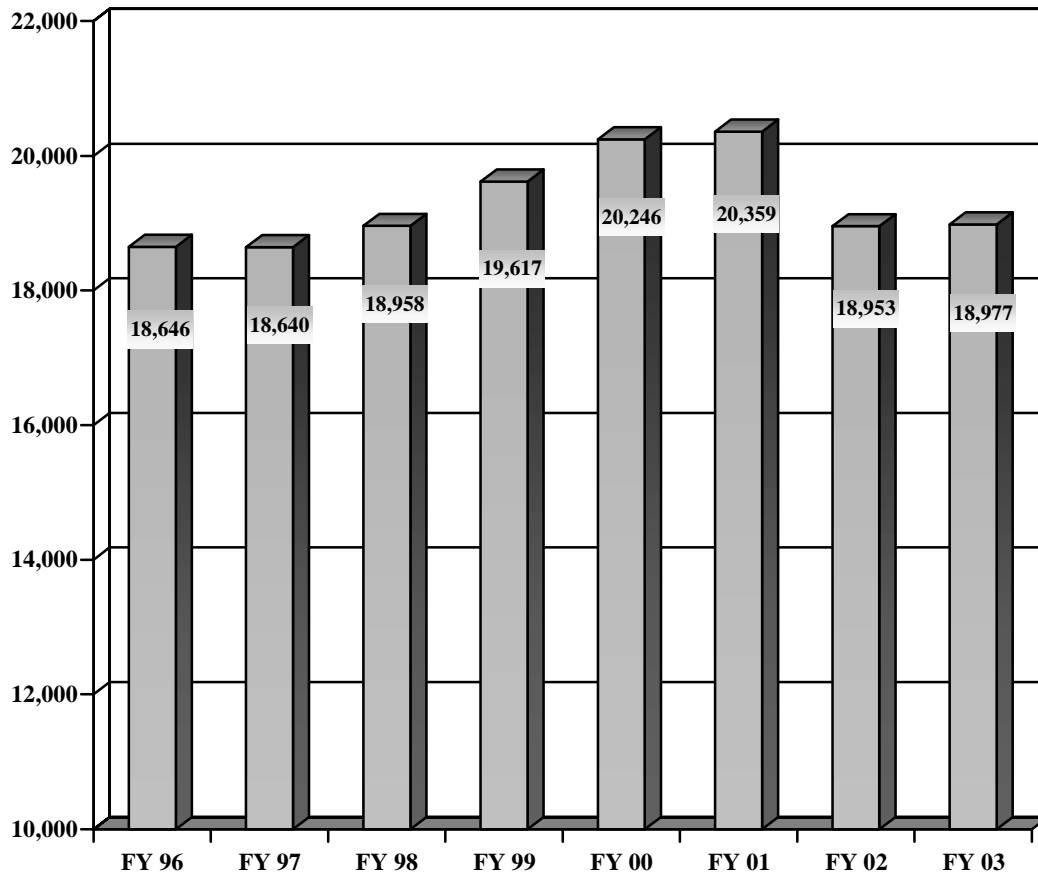
DEPARTMENT	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03
AGRICULTURE	435	428	425	424	440	432	381	385
AUDITOR	119	122	120	125	128	117	101	103
BLIND	91	92	91	90	99	100	95	100
CIVIL RIGHTS	27	29	28	35	32	36	35	28
COLLEGE AID	36	37	32	35	35	35	36	37
COMMERCE	327	322	315	319	316	314	293	287
CORRECTIONS	2,092	2,323	2,605	2,815	3,069	3,074	2,863	2,977
CULTURAL AFFAIRS	72	74	83	88	85	83	70	63
ECONOMIC DEVELOPMENT	158	134	137	143	185	190	201	207
EDUCATION	595	588	590	600	591	613	612	599
ELDER AFFAIRS	25	28	25	27	26	31	29	29
ETHICS/CAMPAIGN DISCLOSURE	8	8	8	8	8	8	5	6
GENERAL SERVICES	336	311	202	212	212	206	174	162
GOVERNOR'S OFFICE	46	42	36	41	47	47	44	39
HUMAN RIGHTS	45	44	43	47	48	52	51	51
HUMAN SERVICES	5,327	5,176	5,172	5,320	5,428	5,477	5,136	5,038
INFORMATION TECHNOLOGY	*	*	137	137	144	136	113	116
INSPECTIONS AND APPEALS	390	424	437	449	468	481	456	459
IOWA COMMUNICATIONS NTWRK	38	44	70	88	93	99	97	95
IOWA PUBLIC TELEVISION	121	124	129	139	135	129	123	112
JUSTICE	183	194	197	204	208	218	210	202
LAW ENFORCEMENT ACADEMY	24	27	26	31	29	31	30	27
MANAGEMENT	33	32	31	27	31	30	27	27
NATURAL RESOURCES	770	791	797	803	836	864	853	880
PAROLE	10	9	11	10	12	12	11	10
PERSONNEL	138	133	144	144	159	159	148	151
PUBLIC DEFENSE	221	222	223	265	276	294	306	327
PUBLIC EMPLOYMENT RELATIONS	12	12	12	12	12	12	9	10
PUBLIC HEALTH	280	278	309	329	346	373	372	397
PUBLIC SAFETY	867	886	891	916	943	946	898	861
REVENUE AND FINANCE	608	592	572	567	566	560	491	473
SECRETARY OF STATE	36	36	40	38	40	41	30	34
TRANSPORTATION	3,550	3,444	3,426	3,562	3,569	3,533	3,139	3,163
TREASURER	24	23	20	20	21	21	24	21
VETERAN'S AFFAIRS	721	719	710	697	762	754	733	736
WORKFORCE DEVELOPMENT	881	892	864	850	847	851	757	765
<b>GRAND TOTALS</b>	<b>18,646</b>	<b>18,640</b>	<b>18,958</b>	<b>19,617</b>	<b>20,246</b>	<b>20,359</b>	<b>18,953</b>	<b>18,977</b>

\* Department not in existence at the time.

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

Source: Iowa Department of Administrative Services, Human Resource Enterprise (HRE) - AS/400 Query: PPeterson.

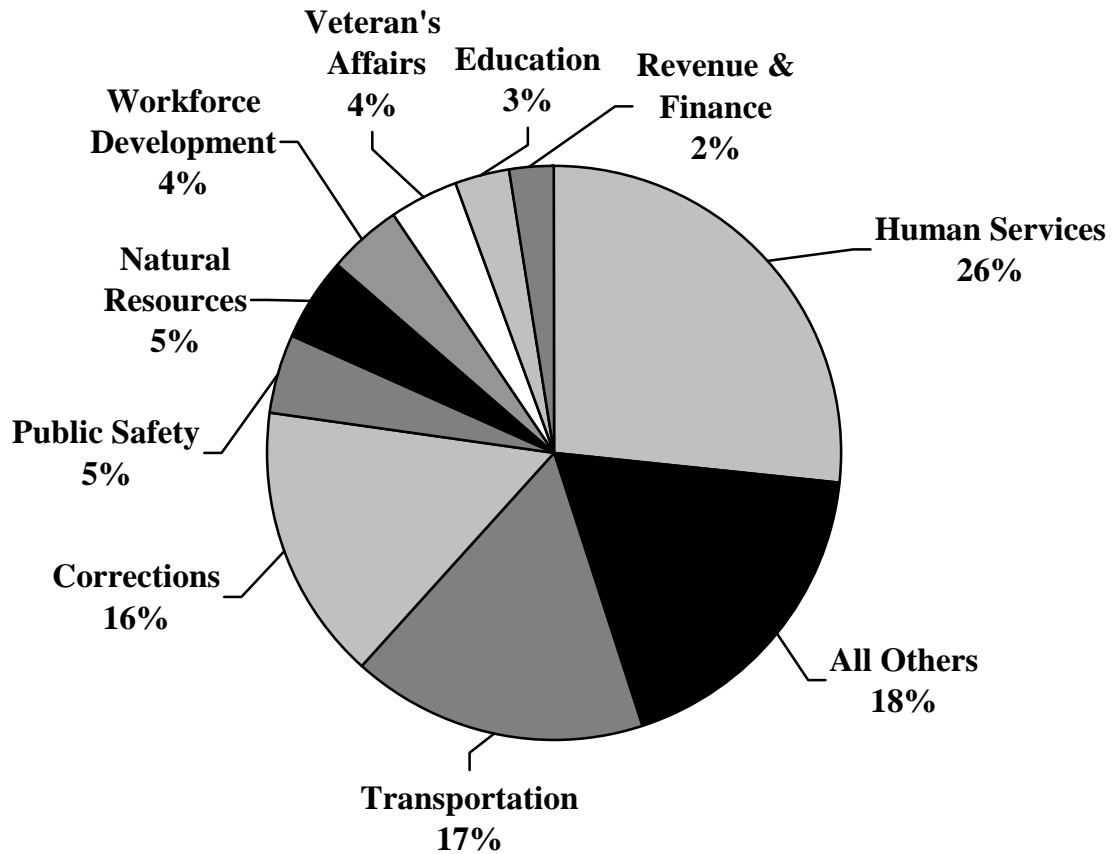
## Executive Branch Full-Time Employees by Fiscal Year



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

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

## Executive Branch Full-Time Employee Percentages by Department, Fiscal Year 2003



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

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

## Executive Branch Full-Time Employees by Work County

COUNTY	FY96	FY97	FY98	FY99	FY00	FY01	FY02	FY03
	15	14	14	10	13	15	9	7
ADAIR	28	11	13	12	28	28	33	29
ADAMS	12	7	9	10	11	10	9	9
ALLAMAKEE	28	30	29	32	34	37	32	27
APPANOOSE	51	49	47	45	46	45	39	39
AUDUBON	8	8	9	8	8	7	3	3
BENTON	38	39	37	37	37	32	37	39
BLACK HAWK	388	391	392	396	393	434	407	381
BOONE	705	664	664	691	701	702	687	699
BREMER	26	25	25	28	27	27	29	28
BUCHANAN	395	376	366	389	397	393	366	334
BUENA VISTA	54	54	54	54	55	55	51	52
BUTLER	28	28	28	27	28	28	24	27
CALHOUN	119	117	120	126	133	132	118	116
CARROLL	47	90	92	93	91	90	84	99
CASS	113	117	116	112	108	106	100	99
CEDAR	29	30	28	28	26	30	21	22
CERRO GORDO	217	214	210	207	218	226	209	214
CHEROKEE	327	287	280	278	285	286	273	275
CHICKASAW	46	42	38	38	42	43	34	35
CLARKE	68	64	92	124	126	107	95	95
CLAY	77	77	73	71	70	70	78	86
CLAYTON	37	37	38	35	37	31	30	25
CLINTON	87	90	84	79	82	86	81	78
CRAWFORD	74	67	65	63	62	59	45	43
DALLAS	47	47	47	48	47	48	50	51
DAVIS	18	20	17	17	17	18	18	15
DECATUR	28	28	28	29	27	29	26	29
DELAWARE	78	79	80	81	81	84	74	78
DES MOINES CTY	110	107	109	109	102	107	97	101
DICKINSON	35	34	32	34	33	40	43	44
DUBUQUE	168	165	162	164	162	165	166	168
EMMET	21	21	23	22	22	23	20	20
FAYETTE	65	60	58	56	55	55	57	58
FLOYD	38	32	31	35	34	35	29	36
FRANKLIN	23	24	26	23	24	24	22	17
FREMONT	21	18	23	22	23	24	18	18
GREENE	35	33	32	31	30	28	27	23
GRUNDY	8	8	8	9	11	12	11	10
GUTHRIE	29	40	40	42	29	30	23	18
HAMILTON	46	46	45	45	39	43	32	30
HANCOCK	28	29	29	25	27	25	22	23
HARDIN	220	218	220	223	243	241	233	216
HARRISON	38	37	37	37	38	34	30	32
HENRY	423	418	437	484	518	518	487	478
HOWARD	10	10	11	11	11	10	2	1
HUMBOLDT	15	14	14	14	13	12	7	5
IDA	10	10	11	11	12	10	8	9
IOWA	30	31	31	33	30	29	27	24
JACKSON	51	48	48	48	48	50	49	45

NOTE: County #0 indicates employees work assignment outside Iowa.

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

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

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

COUNTY NAME	FY96	FY97	FY98	FY99	FY00	FY01	FY02	FY03
JASPER	171	376	414	422	435	427	391	408
JEFFERSON	68	72	76	72	77	78	76	82
JOHNSON	490	495	508	523	523	524	490	497
JONES	407	406	419	446	445	437	410	418
KEOKUK	19	21	20	17	18	19	20	19
KOSSUTH	28	28	28	29	29	30	29	29
LEE	544	552	559	554	570	587	557	640
LINN	492	491	499	489	493	494	423	426
LOUISA	17	18	19	15	18	20	16	10
LUCAS	57	59	59	56	58	64	52	53
LYON	20	18	15	17	18	18	16	14
MADISON	14	14	14	13	14	13	8	8
MAHASKA	43	42	43	39	36	39	35	37
MARION	42	40	39	41	40	38	39	40
MARSHALL	810	808	800	786	850	837	812	823
MILLS	867	815	839	859	875	857	850	855
MITCHELL	11	11	10	10	8	8	8	9
MONONA	29	29	28	28	27	28	26	20
MONROE	22	18	20	20	20	20	14	15
MONTGOMERY	34	43	40	41	40	41	36	25
MUSCATINE	65	63	63	72	75	72	70	79
O'BRIEN	29	30	28	30	28	27	25	26
OSCEOLA	11	10	11	12	12	9	3	3
PAGE	399	406	422	439	442	444	408	405
PALO ALTO	17	16	16	17	17	19	13	13
PLYMOUTH	31	30	31	32	31	33	31	36
POCAHONTAS	15	15	16	16	16	16	14	11
POLK	6,104	6,178	6,217	6,445	6,724	6,833	6,338	6,285
POTTAWATTAMIE	285	291	285	291	282	295	284	293
POWESHIEK	40	42	39	37	34	31	29	28
RINGGOLD	16	17	16	18	17	17	16	12
SAC	25	26	24	24	24	23	23	20
SCOTT	325	322	306	312	312	326	313	311
SHELBY	20	20	19	20	21	22	13	8
SIOUX	25	24	22	23	25	25	25	24
STORY	1,269	1,197	1,223	1,308	1,300	1,256	1,126	1,126
TAMA	144	136	142	158	163	155	148	135
TAYLOR	26	15	15	15	16	15	15	10
UNION	67	67	66	71	67	65	59	66
VAN BUREN	19	16	19	20	18	16	11	10
WAPELLO	195	146	139	143	147	157	143	145
WARREN	42	42	42	44	42	43	37	36
WASHINGTON	55	53	52	56	55	56	53	55
WAYNE	12	12	12	8	9	9	7	4
WEBSTER	141	141	299	393	525	525	496	504
WINNEBAGO	20	18	20	21	18	18	12	14
WINNESHIEK	59	59	58	61	63	61	59	58
WOODBURY	361	355	355	375	401	403	370	389
WORTH	16	15	13	15	14	15	13	12
WRIGHT	16	17	17	18	20	21	19	21
<b>TOTALS</b>	<b>18,646</b>	<b>18,640</b>	<b>18,958</b>	<b>19,617</b>	<b>20,246</b>	<b>20,359</b>	<b>18,953</b>	<b>18,977</b>

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

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

# Executive Branch Full-Time Employees by Work County, Fiscal Year 2003



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

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



## Executive Branch Full-Time Employees by EEO-4 Category, Fiscal Year 2003

DEPARTMENT	EEO-4 Category 1 Official / Administrator	EEO-4 Category 2 Professional	EEO-4 Category 3 Technician	EEO-4 Category 4 Protective Service	EEO-4 Category 5 Paraprofessional	EEO-4 Category 6 Admin Support	EEO-4 Category 7 Skilled Craft	EEO-4 Category 8 Service Maintenance
AGRICULTURE	30	86	136	0	11	121	0	1
AUDITOR	9	87	1	0	0	5	0	0
BLIND	6	47	5	0	12	19	10	1
CIVIL RIGHTS	5	18	0	0	1	4	0	0
COLLEGE AID	7	8	2	0	13	7	0	0
COMMERCE	57	165	10	0	19	35	1	0
CORRECTIONS	81	485	32	1,814	33	179	197	156
CULTURAL AFFAIRS	7	35	7	0	4	6	0	4
ECONOMIC DEVELOPMENT	43	107	7	0	22	22	0	6
EDUCATION	31	333	85	0	13	129	5	3
ELDER AFFAIRS	9	11	3	0	2	4	0	0
ETHICS/CAMPAIGN DISCLOSURE	1	3	0	0	0	2	0	0
GENERAL SERVICES	11	29	4	0	6	20	26	66
GOVERNOR'S OFFICE	14	4	2	0	12	2	0	3
HUMAN RIGHTS	9	33	2	0	3	4	0	0
HUMAN SERVICES	130	1,709	853	202	1,232	602	117	193
INFORMATION TECHNOLOGY	21	85	2	0	0	8	0	0
INSPECTIONS AND APPEALS	29	334	4	0	13	79	0	0
IOWA COMMUNICATIONS NTWK	25	49	10	0	5	6	0	0
IOWA PUBLIC TELEVISION	16	49	31	0	6	10	0	0
JUSTICE	16	147	0	0	9	29	0	0
LAW ENFORCEMENT ACADEMY	2	15	0	1	0	7	2	0
MANAGEMENT	8	16	0	0	1	2	0	0
NATURAL RESOURCES	75	432	11	123	20	45	3	171
PAROLE	4	4	0	0	0	2	0	0
PERSONNEL	21	91	20	0	7	12	0	0
PUBLIC DEFENSE	28	69	15	101	15	12	53	34
PUBLIC EMPLOYMENT RELATIONS	3	4	0	0	0	3	0	0
PUBLIC HEALTH	68	219	7	0	38	65	0	0
PUBLIC SAFETY	18	89	27	595	16	116	0	0
REVENUE AND FINANCE	55	283	21	0	3	109	0	2
SECRETARY OF STATE	9	5	1	0	6	12	0	0
TRANSPORTATION	136	608	654	117	27	348	1,227	46
TREASURER	5	9	1	0	1	4	0	0
VETERAN'S AFFAIRS	17	174	92	4	255	61	24	109
WORKFORCE DEVELOPMENT	39	558	71	0	14	80	0	3
<b>GRAND TOTALS</b>	<b>1,045</b>	<b>6,400</b>	<b>2,116</b>	<b>2,957</b>	<b>1,819</b>	<b>2,171</b>	<b>1,665</b>	<b>798</b>

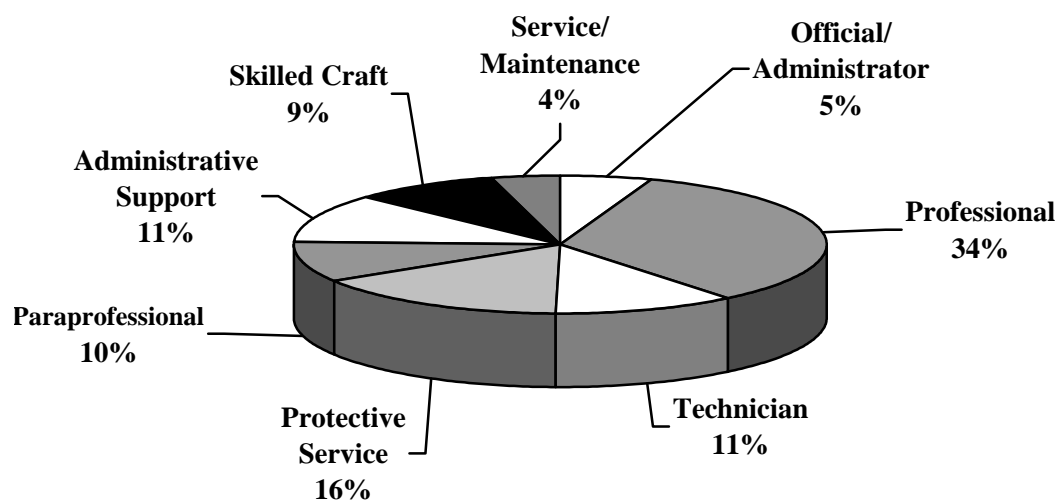
NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

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, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2003



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, HRE - AS/400 Query: PPeterson.

## Executive Branch Part-Time Employees by Department

DEPARTMENT	FY96	FY97	FY98	FY99	FY00	FY01	FY02	FY03
AGRICULTURE	2	1	0	0	6	0	0	1
AUDITOR	2	2	2	1	1	1	1	1
BLIND	0	0	0	1	1	0	0	0
CIVIL RIGHTS	0	0	0	1	1	1	1	1
COLLEGE AID	0	0	0	0	0	0	0	0
COMMERCE	9	9	8	9	9	6	6	6
CORRECTIONS	7	6	6	8	8	11	11	12
CULTURAL AFFAIRS	0	0	2	1	3	3	3	3
ECONOMIC DEVELOPMENT	2	2	2	2	1	1	1	1
EDUCATION	4	5	0	0	0	4	4	13
ELDER AFFAIRS	0	0	0	0	0	0	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	1	0
GENERAL SERVICES	2	5	4	4	4	3	2	1
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0
HUMAN RIGHTS	2	1	0	0	0	0	0	0
HUMAN SERVICES	68	61	58	55	56	55	40	43
INFORMATION TECHNOLOGY	*	*	0	0	0	0	0	0
INSPECTIONS AND APPEALS	28	21	22	21	21	20	20	31
IOWA COMMUNICATIONS NTWK	0	0	1	1	0	0	0	0
IOWA PUBLIC TELEVISION	0	0	0	0	0	2	1	0
JUSTICE	3	1	2	2	0	5	4	4
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	0	0
MANAGEMENT	0	1	0	0	0	0	0	0
NATURAL RESOURCES	23	24	22	21	22	4	3	4
PAROLE	6	6	6	5	5	4	4	4
PERSONNEL	1	2	1	1	1	1	2	2
PUBLIC DEFENSE	1	1	1	2	2	3	1	0
PUBLIC EMPLOYMENT RELATIONS	1	1	1	0	0	0	0	0
PUBLIC HEALTH	0	0	0	0	0	0	0	0
PUBLIC SAFETY	3	2	2	2	2	3	3	1
REVENUE AND FINANCE	1	1	4	2	2	4	3	3
SECRETARY OF STATE	0	0	0	2	2	1	0	0
TRANSPORTATION	52	54	47	46	41	39	26	21
TREASURER	1	1	1	1	1	1	1	1
VETERAN'S AFFAIRS	49	55	56	62	109	109	112	111
WORKFORCE DEVELOPMENT	18	15	13	10	8	7	7	8
<b>GRAND TOTALS</b>	<b>285</b>	<b>277</b>	<b>261</b>	<b>260</b>	<b>306</b>	<b>288</b>	<b>258</b>	<b>273</b>

\* Department not in existence at the time.

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

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

## Executive Branch Temporary Employees by Department

DEPARTMENT	FY96	FY97	FY98	FY99	FY00	FY01	FY02	FY03
<b>AGRICULTURE</b>	<b>30</b>	<b>28</b>	<b>30</b>	<b>25</b>	<b>34</b>	<b>16</b>	<b>16</b>	<b>46</b>
AUDITOR	2	0	0	0	0	3	0	0
<b>BLIND</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>3</b>	<b>3</b>	<b>4</b>	<b>5</b>
CIVIL RIGHTS	0	0	0	0	0	0	0	0
<b>COLLEGE AID</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>
COMMERCE	5	4	0	4	6	2	3	3
<b>CORRECTIONS</b>	<b>3</b>	<b>4</b>	<b>6</b>	<b>28</b>	<b>30</b>	<b>36</b>	<b>25</b>	<b>46</b>
CULTURAL AFFAIRS	4	4	6	9	8	13	5	10
<b>ECONOMIC DEVELOPMENT</b>	<b>21</b>	<b>18</b>	<b>13</b>	<b>14</b>	<b>14</b>	<b>13</b>	<b>7</b>	<b>9</b>
EDUCATION	7	7	7	9	6	7	5	7
ELDER AFFAIRS	0	0	0	0	0	0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
<b>GENERAL SERVICES</b>	<b>0</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>0</b>	<b>1</b>	<b>0</b>
GOVERNOR'S OFFICE	1	0	2	0	4	2	3	1
<b>HUMAN RIGHTS</b>	<b>1</b>	<b>2</b>	<b>0</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>3</b>	<b>1</b>
HUMAN SERVICES	48	49	65	109	88	76	61	82
INFORMATION TECHNOLOGY	*	*	0	2	3	0	2	1
INSPECTIONS AND APPEALS	22	27	22	29	29	27	33	43
<b>IOWA COMMUNICATIONS NTWK</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>3</b>	<b>0</b>
IOWA PUBLIC TELEVISION	0	0	4	48	36	32	28	26
<b>JUSTICE</b>	<b>2</b>	<b>4</b>	<b>6</b>	<b>10</b>	<b>6</b>	<b>6</b>	<b>3</b>	<b>4</b>
LAW ENFORCEMENT ACADEMY	3	2	3	3	5	4	4	4
<b>MANAGEMENT</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>1</b>	<b>0</b>
NATURAL RESOURCES	432	431	441	489	444	511	336	364
<b>PAROLE</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>2</b>	<b>4</b>	<b>2</b>	<b>4</b>	<b>3</b>
PERSONNEL	1	1	1	7	8	0	3	4
<b>PUBLIC DEFENSE</b>	<b>18</b>	<b>14</b>	<b>52</b>	<b>53</b>	<b>33</b>	<b>44</b>	<b>45</b>	<b>19</b>
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
<b>PUBLIC HEALTH</b>	<b>1</b>	<b>3</b>	<b>6</b>	<b>13</b>	<b>33</b>	<b>46</b>	<b>41</b>	<b>46</b>
PUBLIC SAFETY	31	34	34	44	54	46	3	5
<b>REVENUE AND FINANCE</b>	<b>181</b>	<b>184</b>	<b>170</b>	<b>140</b>	<b>119</b>	<b>94</b>	<b>70</b>	<b>73</b>
SECRETARY OF STATE	6	7	2	2	4	6	1	2
<b>TRANSPORTATION</b>	<b>371</b>	<b>555</b>	<b>568</b>	<b>581</b>	<b>537</b>	<b>188</b>	<b>134</b>	<b>149</b>
TREASURER	2	4	3	5	2	2	3	2
<b>VETERAN'S AFFAIRS</b>	<b>24</b>	<b>31</b>	<b>29</b>	<b>33</b>	<b>54</b>	<b>52</b>	<b>65</b>	<b>83</b>
WORKFORCE DEVELOPMENT	10	20	26	23	24	61	96	74
<b>GRAND TOTALS</b>	<b>1,227</b>	<b>1,435</b>	<b>1,498</b>	<b>1,690</b>	<b>1,593</b>	<b>1,297</b>	<b>1,008</b>	<b>1,112</b>

\* Department not in existence at the time.

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

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

# Salaries


In this section, the reader will find Fiscal Year 2003 salary and payroll information for the Executive Branch workforce, not including the Fair Authority, Community-Based Corrections and Regents. The State's workforce covers a wide range of jobs. This should be taken into account when reviewing average salaries that include everything from correctional officers and secretaries to physicians and engineers.

In Fiscal Year 2003, Executive Branch full-time employees, on average, earned \$43,476 annually in base salary.

The average salary of Executive Branch full-time employees has increased 33.4% since Fiscal Year 1996 and 5.6% since last fiscal year.

Since the first "Just the Facts" in FY 2000, Recruitment, Retention and Performance payments have all been drastically reduced. Performance pay, for example, has been reduced by a little more than 65% from FY 2000 across all Executive Branch Departments.

Executive Branch employees earned 69,948 days of overtime in Fiscal Year 2003, valued at \$14,560,472.

Of the 69,948 days of overtime worked, 87.4% of these days were worked in three departments, Human Services, Transportation, and Corrections

Since the first "Just the Facts" in FY 2000, overtime has all been reduced across all Executive Branch departments by over 44%. 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 2003, the number of days per employee has dropped to 5.47 days.

## Executive Branch Special Pay Expenditures by Department, Fiscal Year 2003

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
AGRICULTURE	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
BLIND	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CIVIL RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
COLLEGE AID	0	\$0.00	0	\$0.00	3	\$4,119.20	0	\$0.00
COMMERCE	0	\$0.00	0	\$0.00	2	\$1,656.00	2	\$10,000.00
CORRECTIONS	1	\$2,658.40	1	\$2,298.40	1	\$15,000.00	3	\$5,960.00
CULTURAL AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ECONOMIC DEVELOPMENT	0	\$0.00	2	\$28,468.56	2	\$731.20	15	\$9,300.00
EDUCATION	0	\$0.00	0	\$0.00	0	\$0.00	4	\$9,000.00
ELDER AFFAIRS	0	\$0.00	0	\$0.00	3	\$10,000.00	0	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GENERAL SERVICES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GOVERNOR'S OFFICE	0	\$0.00	0	\$0.00	0	\$0.00	1	\$851.20
HUMAN RIGHTS	0	\$0.00	1	\$3,000.00	0	\$0.00	0	\$0.00
HUMAN SERVICES	0	\$0.00	2	\$9,869.20	4	\$56,932.80	0	\$0.00
INFORMATION TECHNOLOGY	0	\$0.00	0	\$0.00	1	\$400.00	0	\$0.00
INSPECTIONS AND APPEALS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA COMMUNICATIONS NTWK	0	\$0.00	1	\$184.80	1	\$3,333.33	1	\$675.00
IOWA PUBLIC TELEVISION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
JUSTICE	0	\$0.00	0	\$0.00	1	\$3,000.00	0	\$0.00
LAW ENFORCEMENT ACADEMY	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	2	\$240.80	1	\$2,000.00	1	\$34,000.00	1	\$1,748.45
PAROLE	0	\$0.00	0	\$0.00	0	\$0.00	6	\$9,152.00
PERSONNEL	1	\$245.60	1	\$1,108.80	2	\$4,800.00	12	\$12,049.68
PUBLIC DEFENSE	0	\$0.00	0	\$0.00	2	\$5,000.00	39	\$73,990.00
PUBLIC EMPLOYMENT RELATIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC HEALTH	0	\$0.00	3	\$11,820.00	2	\$17,500.00	0	\$0.00
PUBLIC SAFETY	0	\$0.00	2	\$13,000.00	0	\$0.00	0	\$0.00
REVENUE AND FINANCE	0	\$0.00	0	\$0.00	0	\$0.00	4	\$8,500.00
SECRETARY OF STATE	0	\$0.00	0	\$0.00	1	\$8,400.00	1	\$1,200.00
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
VETERANS AFFAIRS	0	\$0.00	0	\$0.00	6	\$92,082.05	0	\$0.00
WORKFORCE DEVELOPMENT	0	\$0.00	0	\$0.00	1	\$1,996.80	1	\$1,300.00
<b>GRAND TOTALS</b>	<b>4</b>	<b>\$3,144.80</b>	<b>14</b>	<b>\$71,749.76</b>	<b>33</b>	<b>\$258,951.38</b>	<b>90</b>	<b>\$143,726.33</b>

NOTE: Employees receiving special payments 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

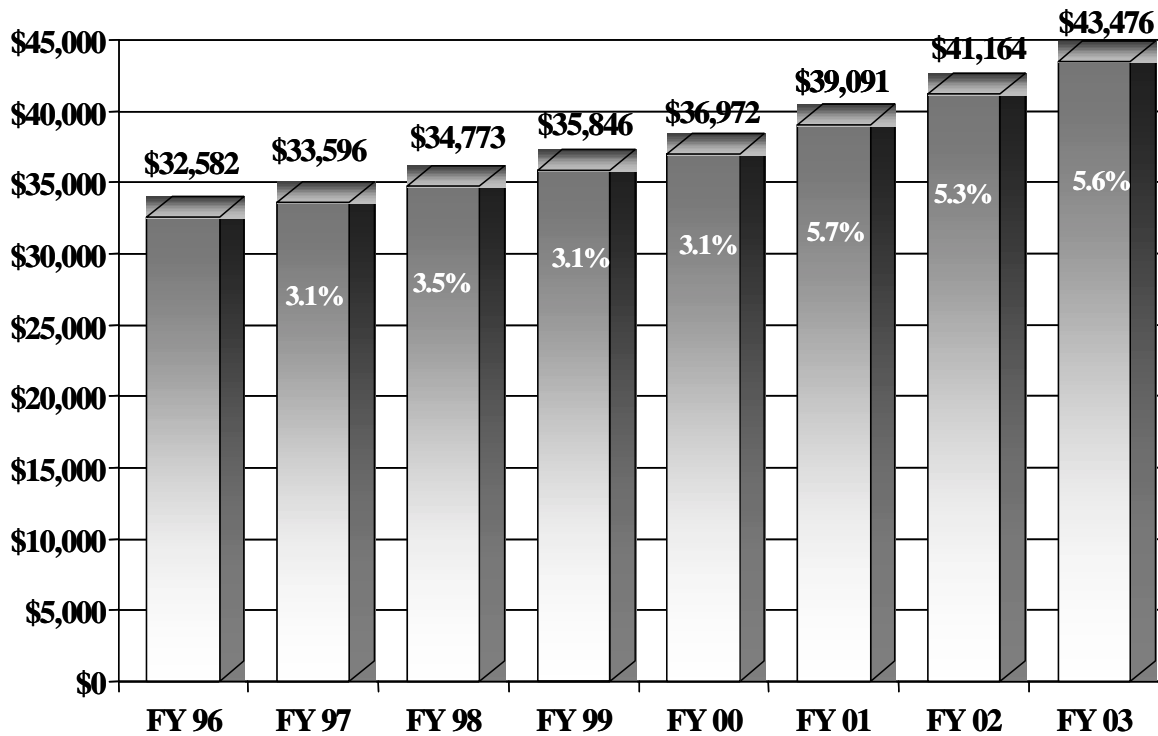
Department	FY 96	FY 97	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03
AGRICULTURE	\$30,221	\$31,333	\$32,823	\$34,102	\$34,815	\$36,720	\$38,572	\$40,716
AUDITOR	\$38,051	\$38,548	\$39,210	\$40,254	\$40,999	\$45,819	\$49,830	\$51,673
BLIND	\$31,851	\$32,779	\$34,178	\$35,919	\$36,474	\$37,363	\$39,527	\$41,684
CIVIL RIGHTS	\$36,127	\$37,106	\$38,495	\$38,615	\$40,515	\$42,129	\$44,148	\$47,370
COLLEGE AID	\$31,988	\$32,854	\$34,387	\$34,458	\$35,527	\$36,947	\$39,899	\$42,351
COMMERCE	\$42,629	\$43,968	\$47,387	\$48,189	\$49,800	\$52,011	\$56,153	\$59,580
CORRECTIONS	\$31,865	\$32,203	\$33,007	\$34,149	\$35,001	\$36,950	\$38,942	\$40,924
CULTURAL AFFAIRS	\$34,546	\$36,259	\$35,913	\$37,008	\$37,866	\$39,833	\$42,400	\$45,486
ECONOMIC DEVELOPMENT	\$42,956	\$43,489	\$44,208	\$45,504	\$45,211	\$47,442	\$48,704	\$50,814
EDUCATION	\$35,754	\$36,178	\$37,342	\$38,906	\$40,417	\$41,992	\$44,317	\$47,738
ELDER AFFAIRS	\$32,609	\$37,650	\$39,502	\$39,691	\$41,301	\$43,579	\$47,779	\$48,882
ETHICS/CAMPAIGN DISCLOSURE	\$35,870	\$38,637	\$39,515	\$40,550	\$42,522	\$44,803	\$43,697	\$46,011
GENERAL SERVICES	\$31,378	\$33,806	\$29,915	\$31,353	\$32,663	\$34,941	\$36,665	\$36,705
GOVERNOR'S OFFICE	\$40,850	\$44,234	\$46,955	\$46,474	\$47,247	\$50,237	\$50,623	\$52,486
HUMAN RIGHTS	\$36,479	\$37,717	\$38,726	\$39,724	\$41,599	\$44,003	\$45,990	\$48,389
HUMAN SERVICES	\$30,114	\$30,939	\$31,922	\$32,914	\$33,937	\$35,688	\$36,953	\$38,826
INFORMATION TECHNOLOGY	*	*	\$42,644	\$44,848	\$47,566	\$58,099	\$62,378	\$66,257
INSPECTIONS AND APPEALS	\$39,940	\$41,142	\$43,232	\$44,807	\$46,045	\$48,262	\$50,389	\$53,133
IA COMMUNICATIONS NETWORK	\$38,665	\$41,385	\$42,718	\$44,153	\$45,325	\$49,800	\$51,772	\$55,501
IOWA PUBLIC TELEVISION	\$36,257	\$37,503	\$38,506	\$38,964	\$41,288	\$43,559	\$44,838	\$49,079
JUSTICE	\$50,868	\$53,170	\$56,159	\$57,580	\$59,221	\$61,897	\$64,017	\$66,106
LAW ENFORCEMENT ACADEMY	\$37,194	\$36,852	\$38,577	\$38,956	\$40,904	\$42,734	\$45,156	\$46,914
MANAGEMENT	\$51,923	\$55,511	\$56,538	\$58,687	\$60,898	\$67,000	\$68,478	\$72,316
NATURAL RESOURCES	\$36,532	\$37,609	\$38,917	\$40,148	\$41,552	\$43,448	\$45,544	\$48,060
PAROLE	\$40,919	\$41,059	\$45,192	\$46,869	\$46,946	\$49,683	\$49,090	\$52,995
PERSONNEL	\$37,189	\$38,889	\$40,701	\$42,246	\$43,167	\$46,574	\$48,836	\$52,267
PUBLIC DEFENSE	\$29,493	\$30,495	\$31,381	\$32,124	\$33,697	\$35,694	\$38,179	\$40,791
PUBL EMPLOYMENT RELATIONS	\$47,381	\$49,710	\$51,901	\$54,001	\$55,718	\$57,390	\$58,613	\$63,006
PUBLIC HEALTH	\$37,570	\$39,247	\$40,357	\$41,980	\$43,634	\$45,971	\$48,240	\$50,239
PUBLIC SAFETY	\$36,538	\$38,001	\$39,196	\$40,349	\$41,558	\$43,383	\$46,054	\$49,062
REVENUE AND FINANCE	\$33,438	\$34,817	\$36,306	\$37,580	\$39,008	\$41,950	\$44,403	\$48,111
SECRETARY OF STATE	\$35,066	\$37,133	\$38,131	\$39,139	\$40,032	\$43,359	\$44,257	\$45,409
TRANSPORTATION	\$30,744	\$31,524	\$32,666	\$33,449	\$34,855	\$37,022	\$40,099	\$42,591
TREASURER	\$36,874	\$38,686	\$42,789	\$43,432	\$43,732	\$47,435	\$47,043	\$49,349
VETERAN'S AFFAIRS	\$29,605	\$30,656	\$31,718	\$33,004	\$33,039	\$34,844	\$36,472	\$38,329
WORKFORCE DEVELOPMENT	\$32,609	\$34,568	\$35,901	\$37,337	\$38,063	\$40,336	\$41,398	\$44,091
AVERAGE ANNUAL SALARY	\$32,582	\$33,596	\$34,773	\$35,846	\$36,972	\$39,091	\$41,164	\$43,476

\* Department not in existence at the time.

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

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



## Overtime/Compensatory Time by Department, Fiscal Year 2003

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
AGRICULTURE	\$45,454.07	209.8	\$19,765.92	133.5	\$16,483.49	106.4
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
BLIND	\$17,120.96	87.1	\$4,172.84	38.3	\$2,979.50	27.6
CIVIL RIGHTS	\$646.54	2.2	\$393.60	2.5	\$381.00	2.3
COLLEGE AID	\$699.51	3.7	\$0.00	0.0	\$0.00	0.0
COMMERCE	\$5,731.87	25.3	\$32,618.72	146.5	\$32,273.99	144.7
CORRECTIONS	\$2,464,557.48	11,120.7	\$2,744,126.29	18,828.6	\$1,006,109.68	6,805.6
CULTURAL AFFAIRS	\$6,809.27	39.6	\$26,773.39	172.4	\$19,330.80	118.7
ECONOMIC DEVELOPMENT	\$87,329.99	463.7	\$28,718.97	175.3	\$21,375.17	115.0
EDUCATION	\$45,938.39	188.1	\$5,910.78	35.1	\$7,665.69	47.7
ELDER AFFAIRS	\$1,380.49	7.0	\$4,649.20	29.8	\$4,317.10	28.4
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$880.17	5.7	\$861.84	5.5
GENERAL SERVICES	\$72,798.49	356.4	\$27,137.20	217.5	\$19,791.82	166.2
GOVERNOR'S OFFICE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
HUMAN RIGHTS	\$8,677.04	54.1	\$5,015.86	36.3	\$4,429.34	32.0
HUMAN SERVICES	\$4,403,623.69	22,404.7	\$3,016,175.66	23,545.2	\$1,249,407.24	9,375.9
INFORMATION TECHNOLOGY	\$27,774.46	117.1	\$96,154.97	397.5	\$62,708.24	251.1
INSPECTIONS AND APPEALS	\$8,861.76	45.4	\$32,921.42	185.6	\$30,781.23	171.0
IOWA COMMUNICATIONS NETWORK	\$739.22	3.5	\$14,722.17	70.8	\$14,439.22	68.2
IOWA PUBLIC TELEVISION	\$71,846.47	306.8	\$55,760.73	350.2	\$41,658.19	253.5
JUSTICE	\$153.20	0.8	\$27,928.57	186.8	\$25,338.57	167.2
LAW ENFORCEMENT ACADEMY	\$1,273.78	7.5	\$10,327.47	63.7	\$10,158.71	56.9
MANAGEMENT	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
NATURAL RESOURCES	\$34,428.23	184.8	\$854,753.63	5,004.3	\$704,653.04	4,083.8
PAROLE BOARD	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PERSONNEL	\$33,168.47	129.0	\$8,443.77	57.4	\$4,952.47	35.6
PUBLIC DEFENSE	\$120,649.44	614.6	\$176,889.32	1,316.7	\$105,479.34	773.4
PUBLIC EMPLOYEE RELATIONS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$126,240.22	532.5	\$75,347.31	436.0	\$70,472.43	403.7
PUBLIC SAFETY	\$170,301.47	780.6	\$1,749,612.58	9,659.1	\$786,814.02	4,437.1
REVENUE AND FINANCE	\$57,794.27	303.1	\$65,238.94	393.8	\$47,348.76	275.4
SECRETARY OF STATE	\$5,230.24	24.4	\$1,494.19	8.7	\$1,514.90	8.9
TRANSPORTATION	\$5,829,343.40	27,610.6	\$2,359,112.71	26,591.8	\$1,492,410.88	16,583.8
TREASURER	\$12,689.17	83.4	\$3,000.52	22.0	\$2,508.10	17.6
VETERAN AFFAIRS	\$770,852.40	3,662.2	\$720,087.04	5,478.1	\$207,370.15	1,315.6
WORKFORCE DEVELOPMENT	\$128,358.05	579.2	\$73,189.58	458.8	\$66,372.00	416.4
GRAND TOTALS	\$14,560,472.04	69,947.9	\$12,241,323.52	94,048.0	\$6,060,386.91	46,295.2

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

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation – HRIS: TMohning

# Salary Increases of Executive Branch Employees

Fiscal Year	<u>Contract Covered</u> <u>(AFSCME only)</u>			<u>Non-Contract</u>		
	Steps	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	7.5%	+ Merit Step
1994	6	PLUS \$650		+ Step	PLUS \$650	+ Merit Step
1995	6	4.0%	(d)	+ Step	4.0%	+ Merit Step
1996	6	3.0%		+ Step	3.0%	+ Merit Step
1997	6	2.5%		+ Step	2.5%	+ Merit Step
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
2003	8	3.0%		+Step	3.0%	+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 8<sup>th</sup> step.
- (h) Non-Contract Pay plan merged to 000 and ranges matched to AFSCME 014 Pay Plan.

**NOTE:** The first session of the 74<sup>th</sup> General Assembly passed salary adjustment legislation (SF 548) for Fiscal Year 1992 fully funding the arbitrated agreements for contract employees and providing 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 74<sup>th</sup> 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, Human Resource Enterprise



## Executive Branch Full-Time Employees by Gender by Department

DEPARTMENT	FY96 Male	FY96 Female	FY97 Male	FY97 Female	FY98 Male	FY98 Female	FY99 Male	FY99 Female
AGRICULTURE	231	204	228	200	228	197	223	201
AUDITOR	44	75	45	77	50	70	49	76
BLIND	37	54	36	56	35	56	34	56
CIVIL RIGHTS	15	12	15	14	14	14	16	19
COLLEGE AID	13	23	14	23	12	20	12	23
COMMERCE	171	156	169	153	167	148	169	150
CORRECTIONS	1,505	587	1,660	663	1,865	740	1,977	838
CULTURAL AFFAIRS	29	43	29	45	36	47	40	48
ECONOMIC DEVELOPMENT	68	90	60	74	58	79	57	86
EDUCATION	229	366	215	373	206	384	210	390
ELDER AFFAIRS	6	19	6	22	4	21	3	24
ETHICS/CAMPAIGN DISCLOSURE	0	8	0	8	1	7	1	7
GENERAL SERVICES	139	197	175	136	130	72	133	79
GOVERNOR'S OFFICE	12	34	13	29	10	26	15	26
HUMAN RIGHTS	16	29	16	28	17	26	17	30
HUMAN SERVICES	1,473	3,854	1,418	3,758	1,423	3,749	1,455	3,865
INFORMATION TECHNOLOGY	*	*	*	*	73	64	75	62
INSPECTIONS AND APPEALS	148	242	166	258	174	263	175	274
IOWA COMMUNICATIONS NTWRK	24	14	27	17	39	31	48	40
IOWA PUBLIC TELEVISION	75	46	76	48	77	52	82	57
JUSTICE	80	103	80	114	80	117	83	121
LAW ENFORCEMENT ACADEMY	14	10	16	11	17	9	18	13
MANAGEMENT	20	13	21	11	18	13	15	12
NATURAL RESOURCES	603	167	615	176	625	172	620	183
PAROLE	4	6	4	5	5	6	4	6
PERSONNEL	40	98	41	92	50	94	51	93
PUBLIC DEFENSE	175	46	177	45	175	48	202	63
PUBLIC EMPLOYMENT RELATIONS	6	6	5	7	5	7	5	7
PUBLIC HEALTH	90	190	88	190	92	217	99	230
PUBLIC SAFETY	687	180	695	191	699	192	712	204
REVENUE AND FINANCE	281	327	279	313	273	299	268	299
SECRETARY OF STATE	11	25	11	25	10	30	10	28
TRANSPORTATION	2,732	818	2,638	806	2,607	819	2,707	855
TREASURER	11	13	9	14	9	11	8	12
VETERAN'S AFFAIRS	113	608	112	607	111	599	117	580
WORKFORCE DEVELOPMENT	366	515	365	527	345	519	342	508
<b>GRAND TOTAL</b>	<b>9,468</b>	<b>9,178</b>	<b>9,524</b>	<b>9,116</b>	<b>9,740</b>	<b>9,218</b>	<b>10,052</b>	<b>9,565</b>

\* Department not in existence at the time.

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

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

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

DEPARTMENT	FY00 Male	FY00 Female	FY01 Male	FY01 Female	FY02 Male	FY02 Female	FY03 Male	FY03 Female
AGRICULTURE	233	207	230	202	196	185	197	188
AUDITOR	47	81	52	65	44	57	49	54
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	149	138
CORRECTIONS	2,133	936	2,130	944	2,006	857	2093	884
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
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	1384	3654
INFORMATION TECHNOLOGY	81	63	78	58	66	47	69	47
INSPECTIONS AND APPEALS	178	290	181	300	173	283	169	290
IOWA COMMUNICATIONS NTWRK	49	44	56	43	55	42	56	39
IOWA PUBLIC TELEVISION	80	55	80	49	73	50	66	46
JUSTICE	87	121	91	127	85	125	82	120
LAW ENFORCEMENT ACADEMY	17	12	18	13	17	13	15	12
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
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 AND FINANCE	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	2379	784
TREASURER	7	14	6	15	7	17	5	16
VETERAN'S AFFAIRS	127	635	129	625	130	603	131	605
WORKFORCE DEVELOPMENT	330	517	322	529	272	485	271	494
<b>GRAND TOTAL</b>	<b>10,278</b>	<b>9,968</b>	<b>10,318</b>	<b>10,041</b>	<b>9,566</b>	<b>9,387</b>	<b>9,630</b>	<b>9,347</b>

\* Department not in existence at the time.

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

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

## Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2003

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
<b>Males</b>	<b>597</b>	<b>2,950</b>	<b>885</b>	<b>2,512</b>
% Chg from FY '02	0.5%	-0.8%	-12.5%	2.6%
<b>Females</b>	<b>448</b>	<b>3,450</b>	<b>1,231</b>	<b>445</b>
% Chg from FY '02	1.1%	1.7%	-1.0%	3.0%
<b>Totals</b>	<b>1,045</b>	<b>6,400</b>	<b>2,116</b>	<b>2,957</b>
% Chg from FY '02	0.8%	0.6%	-6.1%	2.6%

	Category 5 Paraprofessional	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
<b>Males</b>	<b>461</b>	<b>162</b>	<b>1,608</b>	<b>450</b>
% Chg from FY '02	-1.3%	-8.5%	1.2%	49.5%
<b>Females</b>	<b>1,358</b>	<b>2,009</b>	<b>57</b>	<b>348</b>
% Chg from FY '02	-2.1%	-4.4%	0.0%	5.1%
<b>Totals</b>	<b>1,819</b>	<b>2,171</b>	<b>1,665</b>	<b>798</b>
% Chg from FY '02	-1.9%	-4.7%	1.2%	26.3%

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

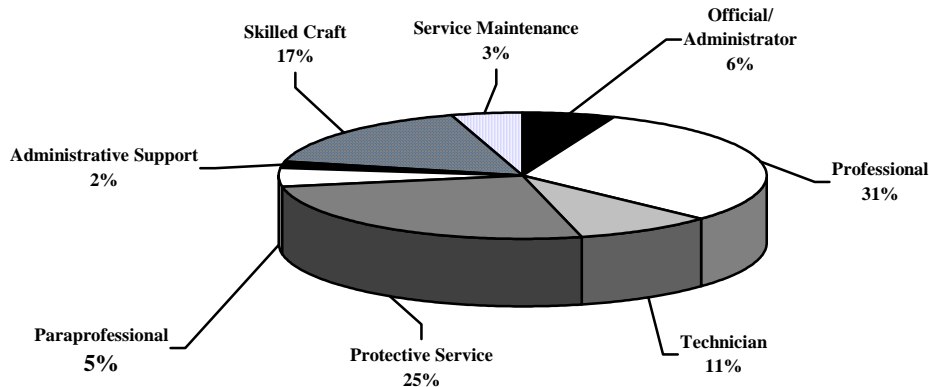
*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

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

# Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2003

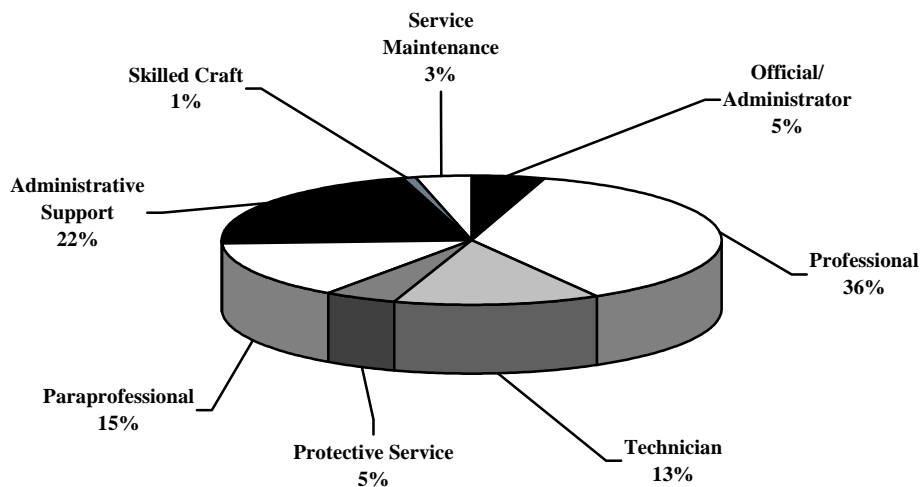
## Males (Total=9,625)

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## Females (Total=9,346)

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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 equal 100%. -Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

# Executive Branch Full-Time Minority Employees by Department

Department	FY 96 Total Employees	FY 96 Total Minority Employees	FY 96 Minority Employee Percentage	FY 97 Total Employees	FY 97 Total Minority Employees	FY 97 Minority Employee Percentage	FY 98 Total Employees	FY 98 Total Minority Employees	FY 98 Minority Employee Percentage	FY 99 Total Employees	FY 99 Total Minority Employees	FY 99 Minority Employee Percentage
AGRICULTURE	435	12	2.76%	428	12	2.80%	425	10	2.35%	424	9	2.12%
AUDITOR	119	2	1.68%	122	2	1.64%	120	1	0.83%	125	2	1.60%
BLIND	91	4	4.40%	92	5	5.43%	91	5	5.49%	90	5	5.56%
CIVIL RIGHTS	27	10	37.04%	29	10	34.48%	28	10	35.71%	35	12	34.29%
COLLEGE AID	36	1	2.78%	37	1	2.70%	32	0	0.00%	35	1	2.86%
COMMERCE	327	18	5.50%	322	18	5.59%	315	17	5.40%	319	16	5.02%
CORRECTIONS	2,092	110	5.26%	2,323	132	5.68%	2,605	136	5.22%	2,815	138	4.90%
CULTURAL AFFAIRS	72	4	5.56%	74	3	4.05%	83	3	3.61%	88	3	3.41%
ECONOMIC DEVELOPMENT	158	6	3.80%	134	5	3.73%	137	8	5.84%	143	8	5.59%
EDUCATION	595	35	5.88%	588	36	6.12%	590	34	5.76%	600	34	5.67%
ELDER AFFAIRS	25	3	12.00%	28	3	10.71%	25	3	12.00%	27	2	7.41%
ETHICS/CAMPAIGN DISCLOSURE	8	0	0.00%	8	0	0.00%	8	0	0.00%	8	0	0.00%
GENERAL SERVICES	336	35	10.42%	311	39	12.54%	202	30	14.85%	212	30	14.15%
GOVERNOR'S OFFICE	46	3	6.52%	42	2	4.76%	36	1	2.78%	41	3	7.32%
HUMAN RIGHTS	45	7	15.56%	44	5	11.36%	43	4	9.30%	47	5	10.64%
HUMAN SERVICES	5,327	261	4.90%	5,176	261	5.04%	5,172	244	4.72%	5,320	238	4.47%
INFORMATION TECHNOLOGY	*	*	*	*	*	*	137	9	6.57%	137	8	5.84%
INSPECTIONS AND APPEALS	390	26	6.67%	424	26	6.13%	437	26	5.95%	449	24	5.35%
IOWA COMMUNICATIONS NETWORK	38	2	5.26%	44	1	2.27%	70	2	2.86%	88	3	3.41%
IOWA PUBLIC TELEVISION	121	6	4.96%	124	7	5.65%	129	6	4.65%	139	4	2.88%
JUSTICE	183	5	2.73%	194	5	2.58%	197	5	2.54%	204	5	2.45%
LAW ENFORCEMENT ACADEMY	24	0	0.00%	27	1	3.70%	26	0	0.00%	31	0	0.00%
MANAGEMENT	33	0	0.00%	32	1	3.13%	31	2	6.45%	27	1	3.70%
NATURAL RESOURCES	770	40	5.19%	791	43	5.44%	797	42	5.27%	803	43	5.35%
PAROLE	10	1	10.00%	9	0	0.00%	11	0	0.00%	10	0	0.00%
PERSONNEL	138	12	8.70%	133	12	9.02%	144	13	9.03%	144	12	8.33%
PUBLIC DEFENSE	221	8	3.62%	222	7	3.15%	223	9	4.04%	265	11	4.15%
PUBLIC EMPLOYMENT RELATIONS	12	0	0.00%	12	0	0.00%	12	0	0.00%	12	0	0.00%
PUBLIC HEALTH	280	17	6.07%	278	18	6.47%	309	17	5.50%	329	16	4.86%
PUBLIC SAFETY	867	24	2.77%	886	24	2.71%	891	25	2.81%	916	26	2.84%
REVENUE AND FINANCE	608	36	5.92%	592	34	5.74%	572	35	6.12%	567	36	6.35%
SECRETARY OF STATE	36	2	5.56%	36	2	5.56%	40	3	7.50%	38	3	7.89%
TRANSPORTATION	3,550	179	5.04%	3,444	165	4.79%	3,426	161	4.70%	3,562	157	4.41%
TREASURER	24	0	0.00%	23	1	4.35%	20	1	5.00%	20	0	0.00%
VETERANS AFFAIRS	721	19	2.64%	719	17	2.36%	710	17	2.39%	697	19	2.73%
WORKFORCE DEVELOPMENT	881	97	11.01%	892	101	11.32%	864	95	11.00%	850	96	11.29%
GRAND TOTALS	18,646	985	5.28%	18,640	999	5.36%	18,958	974	5.14%	19,617	970	4.94%

\* Department not in existence at the time.

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, HRE - AS/400 Query: PPeterson.



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

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
AGRICULTURE	440	8	1.82%	432	9	2.08%	381	5	1.31%	385	5	1.30%
AUDITOR	128	0	0.00%	117	0	0.00%	101	0	0.00%	103	0	0.00%
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%
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%
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%
IOWA COMMUNICATIONS NETWORK	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%
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%
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%
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 AND FINANCE	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%
VETERANS 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%

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, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2003

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
<b>Non-Minority</b>	<b>997</b>	<b>5,920</b>	<b>2,004</b>	<b>2,805</b>
% Chg from FY '02	1.5%	0.4%	-6.7%	2.4%
<b>Minority</b>	<b>34</b>	<b>369</b>	<b>95</b>	<b>141</b>
% Chg from FY '02	-10.5%	2.5%	5.6%	9.3%
<b>Declined to Respond</b>	<b>14</b>	<b>111</b>	<b>17</b>	<b>11</b>
<b>Totals</b>	<b>1,045</b>	<b>6,400</b>	<b>2,116</b>	<b>2,957</b>
% Chg from FY '02	0.8%	0.6%	-6.1%	2.6%

	Category 5 Paraprofessional	Category 6 Administrative	Category 7 Skilled Craft	Category 8 Service
<b>Non-Minority</b>	<b>1,733</b>	<b>1,999</b>	<b>1,588</b>	<b>739</b>
% Chg from FY '02	-1.8%	-4.8%	1.0%	28.5%
<b>Minority</b>	<b>62</b>	<b>151</b>	<b>71</b>	<b>55</b>
% Chg from FY '02	-6.1%	-2.6%	4.4%	7.8%
<b>Declined to Respond</b>	<b>24</b>	<b>21</b>	<b>6</b>	<b>4</b>
<b>Totals</b>	<b>1,819</b>	<b>2,171</b>	<b>1,665</b>	<b>798</b>
% Chg from FY '02	-1.9%	-4.7%	1.2%	26.3%

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

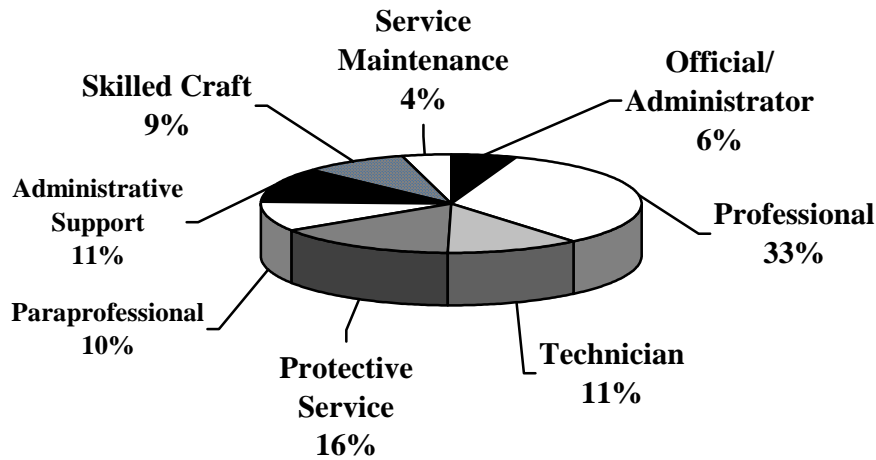
*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

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

# Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2003

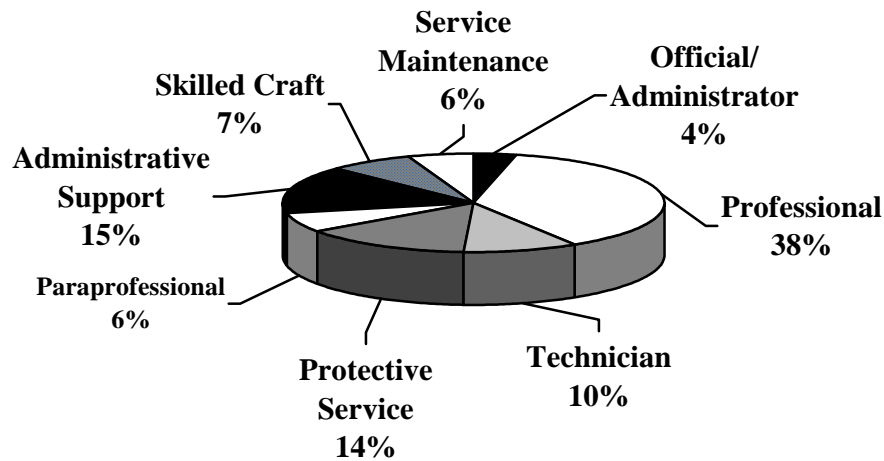
Non-Minority (Total=17,999)

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Minority (Total=978)

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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%.

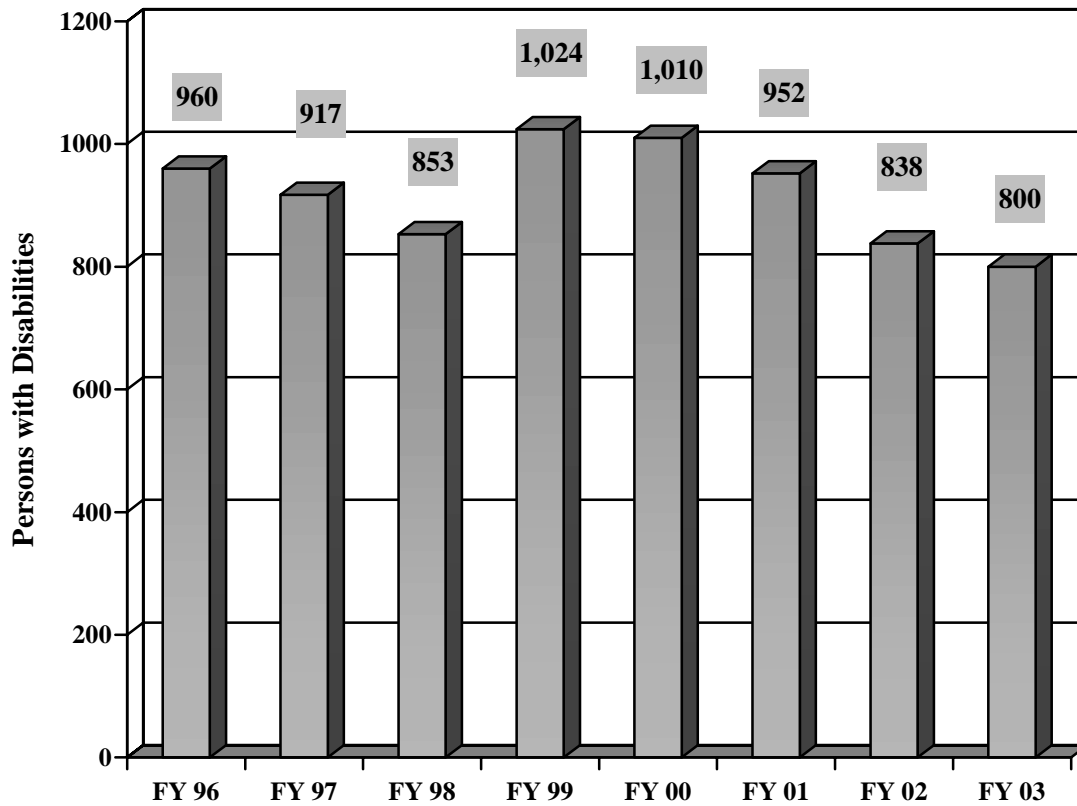
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

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, HRE - AS/400 Query: PPeterson.

## Executive Branch Full-Time Employees with Disabilities



NOTE: Disability 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, HRE - AS/400 Query: PPeterson.

# Leave


In this section, the reader will find types of leave summarized for the Executive Branch, not including Fair Authority, Community-Based Corrections or Regents employees. The following are points of summary for this section:

Executive Branch employees earned 418,242 days of vacation in Fiscal Year 2003, valued at \$65,864,363. Of this, employees took 400,938 days of vacation at a value of \$63,095,295.

Executive Branch employees took 159,059 days of regular sick leave in Fiscal Year 2003, valued at \$24,321,947.

## Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2003

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
AGRICULTURE	\$1,264,619.75	8,104.4	\$1,215,861.98	7,907.1
AUDITOR	\$406,490.50	1,971.2	\$370,643.50	1,748.3
BLIND	\$318,972.78	1,967.0	\$287,915.83	1,803.3
CIVIL RIGHTS	\$118,922.63	653.3	\$112,410.88	633.7
COLLEGE AID	\$125,326.26	784.2	\$113,335.91	709.8
COMMERCE	\$1,463,318.07	6,387.8	\$1,352,634.80	6,014.4
CORRECTIONS	\$8,643,017.01	55,197.4	\$8,261,099.73	52,147.5
CULTURAL AFFAIRS	\$229,177.45	1,322.3	\$209,311.98	1,213.7
ECONOMIC DEVELOPMENT	\$696,671.09	3,639.2	\$632,418.24	3,257.2
EDUCATION	\$2,167,067.74	12,053.7	\$2,062,279.68	11,721.6
ELDER AFFAIRS	\$97,881.95	532.3	\$78,258.82	429.0
ETHICS/CAMPAIGN DISCLOSURE	\$20,968.54	132.6	\$16,666.30	105.6
GENERAL SERVICES	\$501,690.59	3,463.6	\$452,444.07	3,183.8
GOVERNOR'S OFFICE	\$119,291.11	635.4	\$98,997.71	520.4
HUMAN RIGHTS	\$181,903.11	1,040.9	\$169,602.19	980.7
HUMAN SERVICES	\$16,393,757.16	107,281.8	\$15,999,311.85	106,553.4
INFORMATION TECHNOLOGY	\$629,830.84	2,527.8	\$611,881.27	2,458.5
INSPECTIONS AND APPEALS	\$1,972,932.52	9,749.4	\$1,778,230.50	8,796.4
IOWA COMMUNICATONS NETWORK	\$355,172.41	1,770.7	\$302,179.30	1,475.9
IOWA PUBLIC TELEVISION	\$454,931.22	2,486.3	\$438,433.97	2,402.9
JUSTICE	\$1,091,235.04	4,268.8	\$980,094.94	3,902.7
LAW ENFORCEMENT ACADEMY	\$105,126.70	596.7	\$97,472.43	560.2
MANAGEMENT	\$168,235.27	606.1	\$171,907.08	639.6
NATURAL RESOURCES	\$3,368,422.93	18,006.7	\$3,121,394.76	16,776.7
PAROLE BOARD	\$44,407.40	241.7	\$43,902.54	238.0
PERSONNEL	\$591,093.41	2,945.2	\$550,363.55	2,747.3
PUBLIC DEFENSE	\$903,671.83	5,924.0	\$825,132.42	5,257.7
PUBLIC EMPLOYEE RELATIONS	\$46,094.67	197.9	\$47,018.53	206.6
PUBLIC HEALTH	\$1,409,873.07	7,382.7	\$1,282,448.68	6,684.1
PUBLIC SAFETY	\$3,386,047.47	17,763.5	\$3,283,323.84	17,297.2
REVENUE AND FINANCE	\$2,095,344.74	11,236.7	\$2,046,472.37	11,259.1
SECRETARY OF STATE	\$102,038.92	618.4	\$91,701.13	575.4
TRANSPORTATION	\$11,277,945.26	94,428.1	\$11,076,809.44	89,403.4
TREASURER	\$81,345.39	389.7	\$67,624.01	326.2
VETERAN AFFAIRS	\$2,124,334.93	14,917.6	\$2,081,121.26	14,638.6
WORKFORCE DEVELOPMENT	\$2,907,203.59	17,016.4	\$2,764,589.58	16,361.9
<b>GRAND TOTALS</b>	<b>\$65,864,363.35</b>	<b>418,241.5</b>	<b>\$63,095,295.07</b>	<b>400,937.9</b>

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

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

## Executive Branch Full-Time Sick Leave, Expenditures & Usage, Fiscal Year 2003

DEPARTMENT	Sick Leave Earned Value	Sick Leave Earned Days	Regular Sick Leave Taken Expense	Regular Sick Leave Taken Days	Average Sick Days Taken Per Employee	Converted Sick Leave Expense	Converted Sick Leave Days
AGRICULTURE	\$1,036,247.78	6,866.5	\$467,847.07	3,290.0	8.5	\$302,984.07	1,818.8
AUDITOR	\$361,461.20	1,870.2	\$100,049.45	566.6	5.5	\$121,981.74	566.0
BLIND	\$271,991.91	1,757.3	\$125,715.59	866.0	8.7	\$63,088.92	366.0
CIVIL RIGHTS	\$82,156.88	475.5	\$49,602.38	290.8	10.4	\$17,062.76	80.5
COLLEGE AID	\$103,205.24	670.2	\$39,273.80	273.7	7.4	\$42,531.96	255.0
COMMERCE	\$1,153,689.18	5,285.5	\$369,859.87	1,832.7	6.4	\$419,113.08	1,730.7
CORRECTIONS	\$7,774,300.78	51,187.9	\$4,150,491.71	27,474.6	9.2	\$1,031,157.36	5,993.1
CULTURAL AFFAIRS	\$187,256.33	1,127.7	\$72,002.49	467.6	7.4	\$58,421.40	325.5
ECONOMIC DEVELOPMENT	\$689,647.67	3,666.1	\$265,130.36	1,511.4	7.3	\$150,079.68	673.5
EDUCATION	\$1,716,639.42	9,775.5	\$887,216.60	5,368.7	9.0	\$270,469.64	1,477.5
ELDER AFFAIRS	\$95,666.42	531.2	\$29,960.57	192.4	6.6	\$19,842.84	100.3
ETHICS/CAMPAIGN DISCLOSURE	\$17,188.13	109.2	\$9,506.02	66.1	11.0	\$6,603.84	39.0
GENERAL SERVICES	\$425,527.78	3,036.3	\$177,757.98	1,360.7	8.4	\$110,877.60	654.0
GOVERNOR'S OFFICE	\$125,325.67	670.9	\$43,109.86	276.3	7.1	\$32,455.56	144.0
HUMAN RIGHTS	\$153,405.42	903.4	\$68,206.02	395.4	7.8	\$38,335.76	217.0
HUMAN SERVICES	\$11,784,720.43	82,552.1	\$6,491,029.22	45,793.9	9.1	\$2,359,223.24	14,618.5
INFORMATION TECHNOLOGY	\$514,175.36	2,097.2	\$156,507.08	688.9	5.9	\$149,296.24	610.5
INSPECTIONS AND APPEALS	\$1,653,947.70	8,476.2	\$633,830.27	3,393.0	7.4	\$527,186.34	2,394.2
IOWA COMMUNICATIONS NETWORK	\$352,028.40	1,728.9	\$141,966.67	785.0	8.3	\$83,561.88	360.0
IOWA PUBLIC TELEVISION	\$378,480.57	2,119.8	\$118,819.75	708.5	6.3	\$110,533.68	579.0
JUSTICE	\$914,428.69	3,717.5	\$293,259.57	1,369.5	6.8	\$357,716.88	1,273.3
LAW ENFORCEMENT ACADEMY	\$87,133.05	508.5	\$32,729.39	192.2	7.1	\$33,450.60	186.0
MANAGEMENT	\$129,889.95	490.7	\$22,490.51	94.4	3.5	\$43,117.20	157.5
NATURAL RESOURCES	\$2,640,515.24	14,730.0	\$764,510.99	4,479.8	5.1	\$647,406.68	3,333.5
PAROLE BOARD	\$33,673.37	192.0	\$23,845.09	135.1	13.5	\$4,633.80	25.5
PERSONNEL	\$521,926.74	2,706.3	\$294,835.22	1,594.6	10.6	\$90,036.72	424.5
PUBLIC DEFENSE	\$793,412.27	5,288.4	\$417,163.94	2,840.9	8.7	\$88,967.16	579.0
PUBLIC EMPLOYEE RELATIONS	\$37,154.00	171.4	\$9,362.30	58.6	5.9	\$12,680.04	43.5
PUBLIC HEALTH	\$1,302,305.76	6,930.6	\$508,012.31	2,973.1	7.5	\$304,582.68	1,405.5
PUBLIC SAFETY	\$2,318,603.41	12,980.4	\$815,252.87	4,652.6	5.4	\$333,688.64	1,584.3
REVENUE AND FINANCE	\$1,534,059.43	8,695.5	\$688,622.22	4,215.3	8.9	\$462,800.10	2,370.3
SECRETARY OF STATE	\$92,208.63	552.5	\$29,627.55	198.5	5.8	\$20,426.64	123.0
TRANSPORTATION	\$8,994,131.03	77,861.8	\$3,780,381.14	25,196.6	8.0	\$590,391.66	9,776.3
TREASURER	\$71,157.31	391.5	\$18,453.34	132.6	6.3	\$20,888.31	76.4
VETERAN AFFAIRS	\$1,994,268.81	14,364.9	\$1,073,228.81	7,884.9	10.7	\$133,328.72	901.0
WORKFORCE DEVELOPMENT	\$2,261,272.48	13,865.8	\$1,152,299.33	7,438.1	9.7	\$461,215.92	2,544.8
GRAND TOTALS	\$52,603,202.44	348,355.4	\$24,321,947.35	159,059.1	8.4	\$9,520,141.34	57,807.5

Note: The "Average Sick Days Taken Per Employee" figures are slightly inflated due to the fact that a small portion of the sick leave hours are attributed to permanent part-time employees not included in the average.

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

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

## Executive Branch Full-Time Other Types Leave, Expenditures & Usage, Fiscal Year 2003

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*
AGRICULTURE	\$3,055.92	23.7	\$28,693.36	201.8	\$3,054.83	18.2
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$236.87	1.4
BLIND	\$0.00	0.0	\$4,747.62	30.2	\$748.72	6.0
CIVIL RIGHTS	\$0.00	0.0	\$871.92	5.3	\$0.00	0.0
COLLEGE AID	\$0.00	0.0	\$1,275.35	9.5	\$0.00	0.0
COMMERCE	\$0.00	0.0	\$23,577.02	111.6	\$2,492.78	13.3
CORRECTIONS	\$34,146.99	222.7	\$285,186.36	1,871.0	\$10,840.12	72.4
CULTURAL AFFAIRS	\$0.00	0.0	\$4,129.84	27.0	\$0.00	0.0
ECONOMIC DEVELOPMENT	\$0.00	0.0	\$11,097.70	66.1	\$2,839.05	10.9
EDUCATION	\$874.14	7.8	\$34,220.89	190.5	\$2,492.81	18.2
ELDER AFFAIRS	\$0.00	0.0	\$3,301.98	17.2	\$739.84	4.0
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$169.36	1.0	\$0.00	0.0
GENERAL SERVICES	\$34.60	0.3	\$11,324.68	88.0	\$835.89	6.1
GOVERNOR'S OFFICE	\$240.62	1.8	\$1,335.76	9.5	\$0.00	0.0
HUMAN RIGHTS	\$0.00	0.0	\$2,791.41	15.8	\$0.00	0.0
HUMAN SERVICES	\$25,347.12	181.9	\$157,019.62	1,064.4	\$15,276.63	96.3
INFORMATION TECHNOLOGY	\$0.00	0.0	\$14,768.41	58.5	\$370.17	1.8
INSPECTIONS AND APPEALS	\$49.81	0.4	\$31,041.27	167.9	\$2,113.55	10.4
IOWA COMMUNICATONS NETWORK	\$0.00	0.0	\$3,810.94	19.4	\$1,025.14	3.6
IOWA PUBLIC TELEVISION	\$5,308.27	26.8	\$3,222.70	20.6	\$320.01	2.2
JUSTICE	\$2,206.57	9.9	\$11,659.91	48.5	\$504.26	2.8
LAW ENFORCEMENT ACADEMY	\$0.00	0.0	\$109.84	1.0	\$0.00	0.0
MANAGEMENT	\$0.00	0.0	\$846.83	3.2	\$454.86	2.1
NATURAL RESOURCES	\$10,251.62	63.7	\$5,323.13	33.2	\$99.82	0.9
PAROLE BOARD	\$0.00	0.0	\$143.12	0.5	\$0.00	0.0
PERSONNEL	\$0.00	0.0	\$7,739.81	33.4	\$2,546.30	12.2
PUBLIC DEFENSE	\$674.88	5.5	\$6,025.09	32.3	\$167.20	1.0
PUBLIC EMPLOYEE RELATIONS	\$0.00	0.0	\$188.49	1.3	\$0.00	0.0
PUBLIC HEALTH	\$67.17	0.4	\$27,138.05	137.6	\$3,485.37	24.4
PUBLIC SAFETY	\$19,589.77	105.4	\$0.00	0.0	\$0.00	0.0
REVENUE AND FINANCE	\$118.74	0.8	\$40,485.54	238.4	\$6,261.65	36.0
SECRETARY OF STATE	\$0.00	0.0	\$1,578.89	9.5	\$267.71	1.1
TRANSPORTATION	\$134,603.76	992.4	**	**	**	**
TREASURER	\$0.00	0.0	\$1,526.33	9.2	\$145.22	0.9
VETERAN AFFAIRS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
WORKFORCE DEVELOPMENT	\$9,364.75	54.4	\$61,076.90	385.6	\$8,176.09	52.3
<b>GRAND TOTALS</b>	<b>\$245,934.73</b>	<b>1,697.9</b>	<b>\$786,428.12</b>	<b>4,909.0</b>	<b>\$65,494.89</b>	<b>398.5</b>

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

\*\* Data not available

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

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



# Benefits

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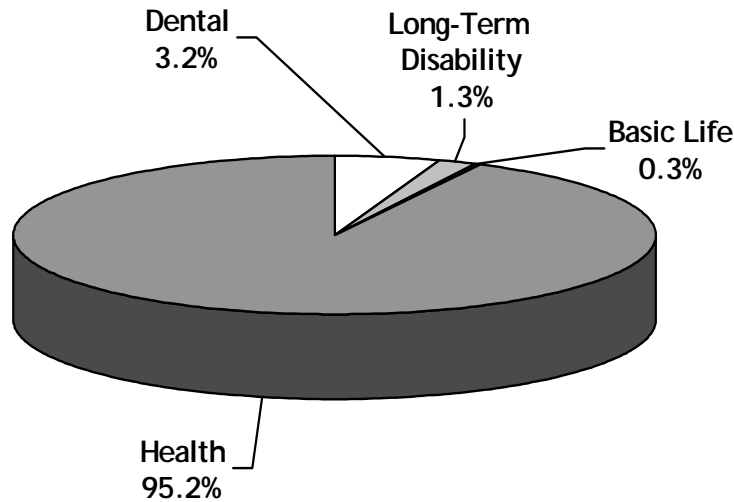
## CALENDER YEAR 2003 GROUP INSURANCE BENEFITS FACTS

Insurance Type	Funding Type	Who Pays What?	Projected Year 2003 Costs	Who's Eligible?	Current Vendor
<b>HEALTH</b> Traditional (Plan 3 Plus)	Minimum Premium	State pays 100% for single contracts and 80% of PPO family contract.	Total Projected Wellmark Cost = \$152,053,871	AFSCME, Judicial AFSCME, PPME employees who work 20 hours or more per week are eligible.	Wellmark
Preferred Provider Organization (PPO-IA Select)	Minimum Premium	State pays 100% for single contracts and 80% of the PPO family contract.	Included Above.	AFSCME, Judicial AFSCME, PPME, and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Traditional (Deductible 3 Plus)	Minimum Premium	State pays 100% for single contracts and 72% of Deductible 3 Plus family contract.	Included Above.	UE/IUP and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Preferred Provider Organization (PPO-IUP Select)	Minimum Premium	State pays 100% for single contracts and 72% of Deductible 3 Plus family contract.	Included Above.	UE/IUP employees who work 20 hours or more per week are eligible.	Wellmark
Managed Care Organization (Category includes both HMOs and I Organized Delivery System)	Fully Insured	State pays 100% for single contracts and 80% of the AFSCME PPO family contract except for IUP employees who receive 72% of Deductible 3 Plus.	Total Projected Cost Equals \$59,001,837	All employees who work 20 hours or more per week are eligible.	Wellmark, United Healthcare, John Deere, SecureCare, Coventry (2 Plans)
<b>DENTAL</b>	Minimum Premium	State pays 100% for single contracts and that same amount for a family contract.	Total Projected Cost Equals \$11,355,003	Employees must work 20 hours or more per week to be eligible	Delta Dental
<b>LIFE</b> Term Basic Life	Fully Insured	State pays 100%	Total Projected Cost Equals \$690,887	Employees must work 30 hours or more per week to be eligible	John Hancock
Supplemental (Optional)	Fully Insured	Employee pays 100%	Total Projected Employee Cost Equals \$1,019,646		
<b>LONG TERM DISABILITY</b>	Fully Insured	State pays 100%	Total Projected Cost Equals \$2,510,977	Employees must work 30 hours or more per week to be eligible.	Hartford

NOTE: Health and Dental Insurance does not include SPOC plans or costs as these plans are based on a fiscal year.

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

# State Funded Insurance Premiums, Calendar Year 2003



January 1, 2003 - December 31, 2003\*

Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
<b>Health</b>					
Wellmark BCBS	\$131,296,376	93.7%	\$20,757,495	14.8%	\$152,053,871**
MCOs	\$56,418,786	95.6%	\$2,583,051	4.4%	\$59,001,837
<b>Subtotal</b>	<b>\$187,715,162</b>	<b>88.9%</b>	<b>\$23,340,546</b>	<b>11.1%</b>	<b>\$211,055,708</b>
<b>Dental</b>	<b>\$6,343,327</b>	<b>55.9%</b>	<b>\$5,011,676</b>	<b>44.1%</b>	<b>\$11,355,003</b>
<b>Life</b>					
Basic	\$690,887	100.0%	0	0.0%	\$690,887
Optional	\$0	0.0%	\$1,019,646	100.0%	\$1,019,646
<b>Subtotal</b>	<b>\$690,887</b>	<b>40.4%</b>	<b>\$1,019,646</b>	<b>59.6%</b>	<b>\$1,710,533</b>
<b>Long Term Disability</b>	<b>\$2,510,977</b>	<b>100.0%</b>	<b>\$0</b>	<b>0.0%</b>	<b>\$2,510,977</b>
<b>Total</b>	<b>\$197,260,353</b>	<b>87.0%</b>	<b>\$29,371,868</b>	<b>13.0%</b>	<b>\$226,632,221</b>

\* Projections using the January 2003 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

\*\* Does not include SPOC.

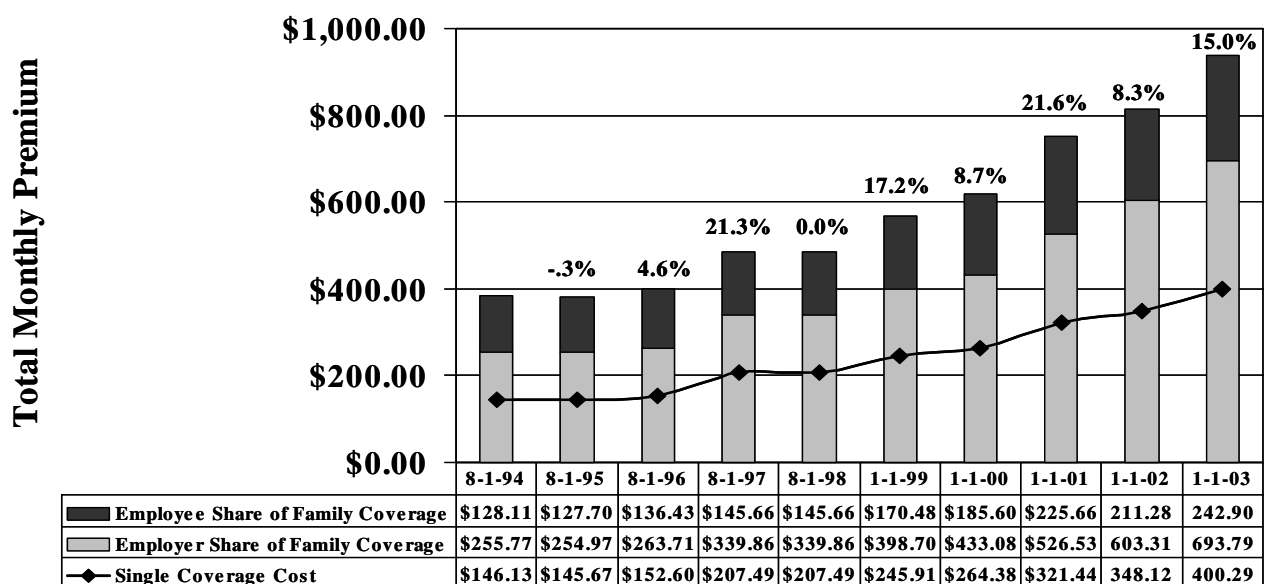
Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

# Health Plan Provider Premium Comparisons

			2002				2003		
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)	\$348.12	\$348.12	\$0.00	15.0%	\$400.29	\$400.29	\$0.00
		(F)	\$814.59	\$603.31	\$211.28	15.0%	\$936.69	\$693.79	\$242.90
	Deductible 3 Plus	(S)	\$328.13	\$328.13	\$0.00	16.0%	\$380.55	\$380.55	\$0.00
		(F)	\$767.82	\$552.84	\$214.98	16.0%	\$890.52	\$641.18	\$249.34
	Iowa Select	(S)	\$322.28	\$322.28	\$0.00	15.0%	\$370.61	\$370.61	\$0.00
		(F)	\$754.13	\$603.31	\$150.82	15.0%	\$867.24	\$693.80	\$173.44
	John Deere Choice	(S)	\$335.84	\$335.84	\$0.00	19.1%	\$399.90	\$399.90	\$0.00
		(F)	\$806.00	\$603.30	\$202.70	19.1%	\$959.78	\$693.80	\$265.98
	John Deere Select	(S)	NA	NA	NA	0.0%	\$305.28	\$305.28	\$0.00
		(F)	NA	NA	NA	0.0%	\$732.66	\$693.80	\$38.86
	Coventry Open Access	(S)	\$291.66	\$291.66	\$0.00	13.0%	\$329.50	\$329.50	\$0.00
		(F)	\$699.92	\$603.30	\$96.62	13.0%	\$790.70	\$693.80	\$96.90
	Coventry Primary Care	(S)	\$281.70	\$281.70	\$0.00	13.0%	\$318.24	\$318.24	\$0.00
		(F)	\$675.96	\$603.30	\$72.66	13.0%	\$763.64	\$693.80	\$69.84
	Blue Advantage	(S)	\$214.14	\$214.14	\$0.00	28.8%	\$275.84	\$275.84	\$0.00
		(F)	\$522.50	\$522.50	\$0.00	26.7%	\$661.98	\$661.98	\$0.00
	UHC*	(S)	\$315.88	\$315.88	\$0.00	-6.9%	\$294.08	\$294.08	\$0.00
		(F)	\$758.08	\$603.30	\$154.78	-6.9%	\$705.77	\$693.79	\$11.98

\*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 01/01/03 over 41% of health contract holders were in this plan.

NOTE: Percentages indicate Total Premium change from prior year.

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

# Health Plan Enrollments as of 01/01/03

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
<b>Plan 3 Plus</b>	6,730	3,303	890	10,923	40.6%
<b>Deductible 3 Plus</b>	1,203	886	115	2,204	8.2%
<b>Iowa Select</b>	1,930	2,791	204	4,925	18.3%
<b>IUP Select</b>	415	340	14	769	2.9%
<b>Subtotal</b>	<b>10,278</b>	<b>7,320</b>	<b>1,223</b>	<b>18,821</b>	<b>70.0%</b>
<b>Managed Care Plans</b>					
<b>John Deere Choice</b>	546	183	30	759	2.8%
<b>John Deere Select</b>	15	133	1	149	0.6%
<b>Coventry Open Access</b>	722	645	57	1,424	5.3%
<b>Coventry Primary Care</b>	273	261	18	552	2.1%
<b>United Health Care</b>	300	1,257	39	1,596	5.9%
<b>Blue Advantage</b>	362	3,202	38	3,602	13.4%
<b>Subtotal</b>	<b>2,218</b>	<b>5,681</b>	<b>183</b>	<b>8,082</b>	<b>30.0%</b>
<b>Total Health</b>	<b>12,496</b>	<b>13,001</b>	<b>1,406</b>	<b>26,903</b>	<b>100.0%</b>
<b>Total Dental</b>	<b>12,884</b>	<b>12,891</b>	<b>1,131</b>	<b>26,906</b>	

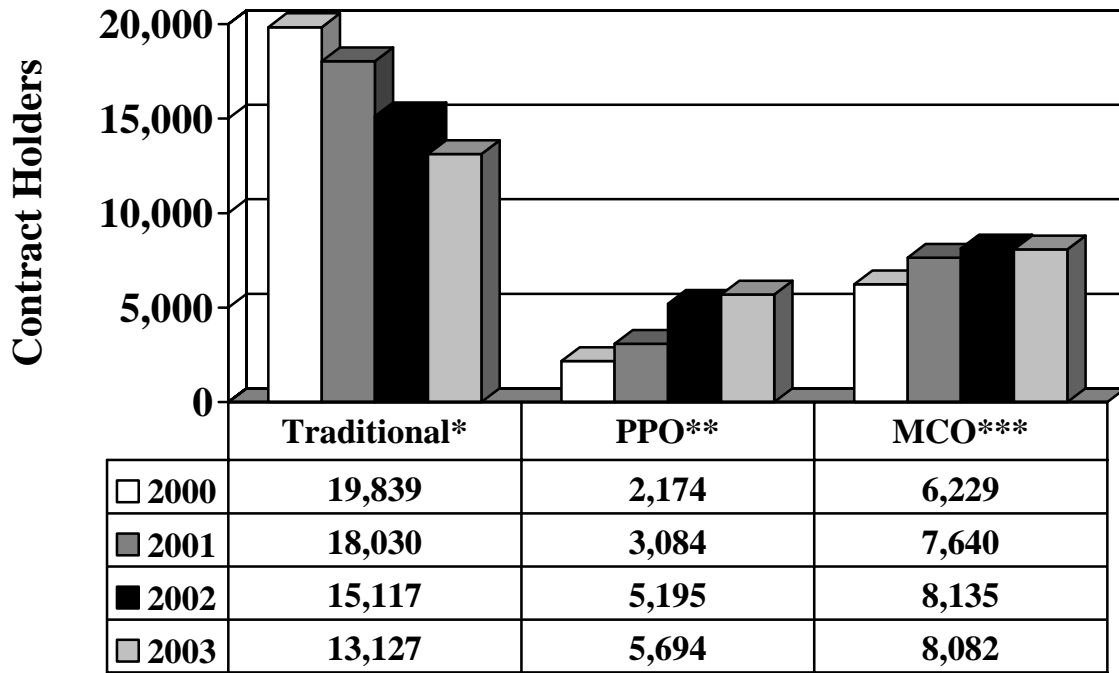
NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (*Includes Fair Authority, Community-Based Corrections, and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

NOTE: Does not include SPOC.

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

# Health Plan Enrollments as of 01/01/03

(ACTIVE EMPLOYEES ONLY)



\* Wellmark Plan 3 Plus, & Deductible 3 Plus

\*\* Wellmark Iowa Select & IUP Select

\*\*\* Managed Care Organizations & Organized Delivery Systems (ODS)

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, HRE - Benefits Bureau Data: EHolland.

## Dental Insurance Contributions

Year	Single		Family	
	Employer	Employee	Employer	Employee
8-1-94	\$11.48	\$0.00	\$11.48	\$19.24
8-1-95	\$12.23	\$0.00	\$12.23	\$20.48
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

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

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

## Workers' Compensation Claims

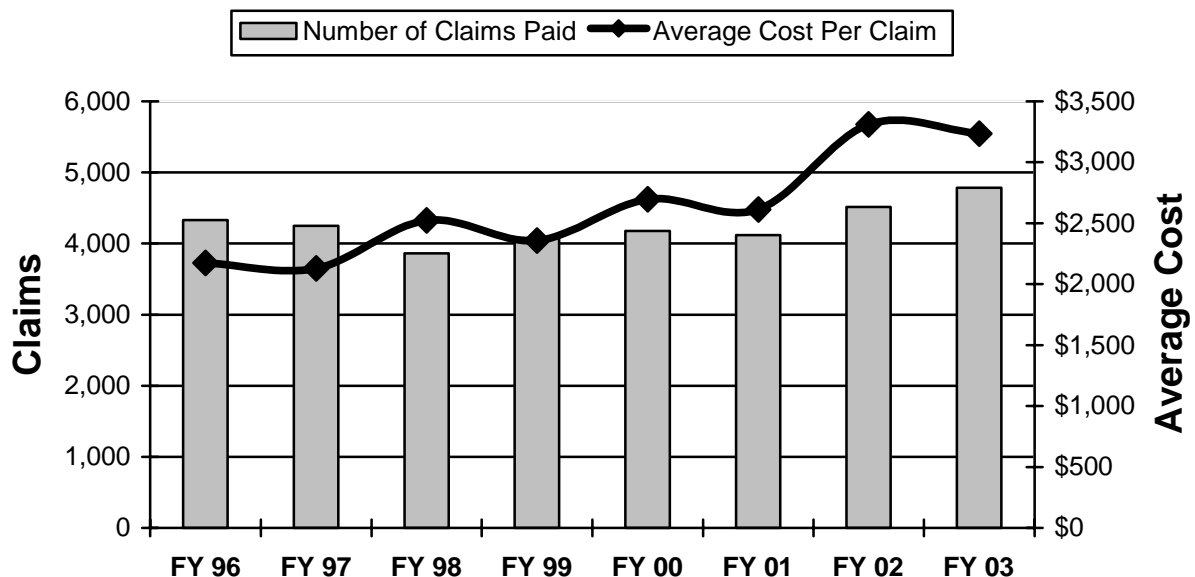
Fiscal Year	Total Claim Dollars Paid*	Percent Change	Injuries Receiving One or More Payments**	Percent Change	Average Cost/Claim in Dollars	Percent Change
FY 96	\$9,410,912	3.1%	4,329	-14.7%	\$2,174	20.9%
FY 97	\$9,052,469	-3.8%	4,251	-1.8%	\$2,129	-2.0%
FY 98	\$9,742,304	7.6%	3,863	-9.1%	\$2,522	18.4%
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%

\* Amount reported on annual financial statement to the Department of Revenue & Finance per GASB-10. 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, HRE - 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 96	910	21,290	23.4	4.2%
FY 97	787	16,731	21.3	-9.1%
FY 98	666	16,578	24.9	17.1%
FY 99	720	16,227	22.5	-9.5%
FY 00	711	19,195	27.0	19.8%
FY 01	689	20,669	30.0	11.1%
FY 02	628	20,952	33.4	11.2%
FY 03	664	19,976	30.1	-9.8%

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

## Workers' Compensation Comparisons by Government Branch

		FY97	FY98	FY99	FY00	FY01	FY02	FY03	
Total Premiums	Premium Revenue**	\$ 9,516,106	\$ 9,516,106	\$ 9,866,692	\$ 8,562,830	\$ 12,180,000	\$ 12,860,000	\$ 17,210,964	
	Percent of Total	Executive	68.61%	68.61%	67.90%	64.55%	66.91%	67.97%	60.93%
		Judicial	1.04%	1.04%	1.03%	0.94%	1.16%	1.14%	1.21%
		Legislative	0.17%	0.17%	0.17%	0.23%	0.29%	0.19%	0.14%
		Regents	30.18%	30.18%	30.90%	34.28%	31.64%	30.70%	37.72%
Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%		
		FY97	FY98	FY99	FY00	FY01	FY02	FY03	
Paid Claims	Claim Expense	\$ 9,052,469	\$ 9,742,304	\$ 9,617,270	\$ 11,264,304	\$ 10,762,300	\$ 14,364,349	\$ 15,723,977	
	Percent of Total	Executive	68.50%	62.87%	62.27%	59.08%	60.26%	61.02%	60.33%
		Judicial	0.95%	1.01%	0.90%	1.44%	1.23%	1.17%	1.21%
		Legislative	0.09%	0.00%	0.14%	0.06%	0.00%	0.00%	0.01%
		Regents	30.46%	36.12%	36.69%	39.42%	38.49%	37.81%	38.45%
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, HRE - Benefits Bureau Data: GJackson.



## Unemployment Expenditures

	FY 96	FY 97	FY 98	FY 99
<b>NEW CLAIMS</b>	863	730	674	637
<b>PROTESTS</b>	254	221	218	255
<b>% In Favor of Employer</b>	88.9%	89.5%	89.4%	88.0%
<b>BENEFIT CHARGES PAID</b>	\$642,762.20	\$612,402.66	\$594,698.94	\$497,767.85
<b>SERVICE FEE</b>	*	*	*	\$23,922.77
<b>TOTAL COSTS</b>	\$642,762.20	\$612,402.66	\$594,698.94	\$521,690.62
<b>Credit Balances</b> (Returned to General Fund)	\$7,455.19	\$14,076.81	\$9,029.34	\$11,393.98
<b>NET COSTS</b> (Total Costs - Credits Returned)	\$635,307.01	\$598,325.85	\$585,669.60	\$510,296.64

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

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

NOTE: Unemployment 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, HRE - Third Party Administrator Query: EHolland.

## Unemployment Claims by Department Fiscal Year 2003

DEPARTMENT	Non-Protestable	Protestable			Total Claims
		Favorable	Unfavorable	Pending	
AGRICULTURE	4	0	2	0	6
AUDITOR	*	*	*	*	*
BLIND	0	1	0	0	1
CIVIL RIGHTS	0	0	0	0	0
COLLEGE AID	0	0	0	0	0
COMMERCE	3	1	0	0	4
CORRECTIONS	32	43	5	2	82
CULTURAL AFFAIRS	5	0	0	0	5
ECONOMIC DEVELOPMENT	4	1	0	0	5
EDUCATION	15	3	0	0	18
ELDER AFFAIRS	0	0	0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0
GENERAL SERVICES	0	0	0	0	0
GOVERNOR'S OFFICE	*	*	*	*	*
HUMAN RIGHTS	0	0	0	0	0
HUMAN SERVICES	83	55	6	2	146
INFORMATION TECHNOLOGY	0	2	0	0	2
INSPECTIONS AND APPEALS	10	7	0	0	17
IOWA COMMUNICATIONS NTRK	0	0	0	0	0
IOWA PUBLIC TELEVISION	0	2	1	0	3
JUSTICE	0	1	0	0	1
LAW ENFORCEMENT ACADEMY	0	0	0	0	0
MANAGEMENT	*	*	*	*	*
NATURAL RESOURCES	60	12	0	1	73
PAROLE	0	1	0	0	1
PERSONNEL	0	0	0	0	0
PUBLIC DEFENSE	2	4	1	0	7
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0
PUBLIC HEALTH	6	4	1	1	12
PUBLIC SAFETY	2	0	0	1	3
REVENUE AND FINANCE	30	3	1	0	34
SECRETARY OF STATE	0	0	0	0	0
TRANSPORTATION	65	43	5	4	117
TREASURER	2	0	0	0	2
VETERAN'S AFFAIRS	22	22	6	3	53
WORKFORCE DEVELOPMENT	2	0	0	0	2
<b>GRAND TOTALS</b>	<b>347</b>	<b>205</b>	<b>28</b>	<b>14</b>	<b>594</b>

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

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, HRE - Third Party Administrator Query: EHolland.

## Employee Assistance Program Data by Fiscal Year

	FY 96	FY 97	FY 98	FY 99
Number of employees*	18,537	18,957	19,202	19,649
Number of clients served	651	759	831	851
Percent utilization	3.5%	4.0%	4.3%	4.3%
Number of counseling hours	1,909	1,847	2,005	1,859
Average number of counseling hours/client	2.93	2.43	2.41	2.18
<b>IEAP COSTS</b>				
Counseling	\$112,962	\$121,810	\$114,628	\$118,885
Training	\$7,166	\$24,166	\$7,411	\$31,966
<b>TOTAL</b>	<b>\$120,128</b>	<b>\$145,976</b>	<b>\$122,039</b>	<b>\$150,851</b>
Average total counseling costs/client	\$173.52	\$160.49	\$137.94	\$139.70
Average cost/employee	\$6.48	\$7.70	\$6.36	\$7.68

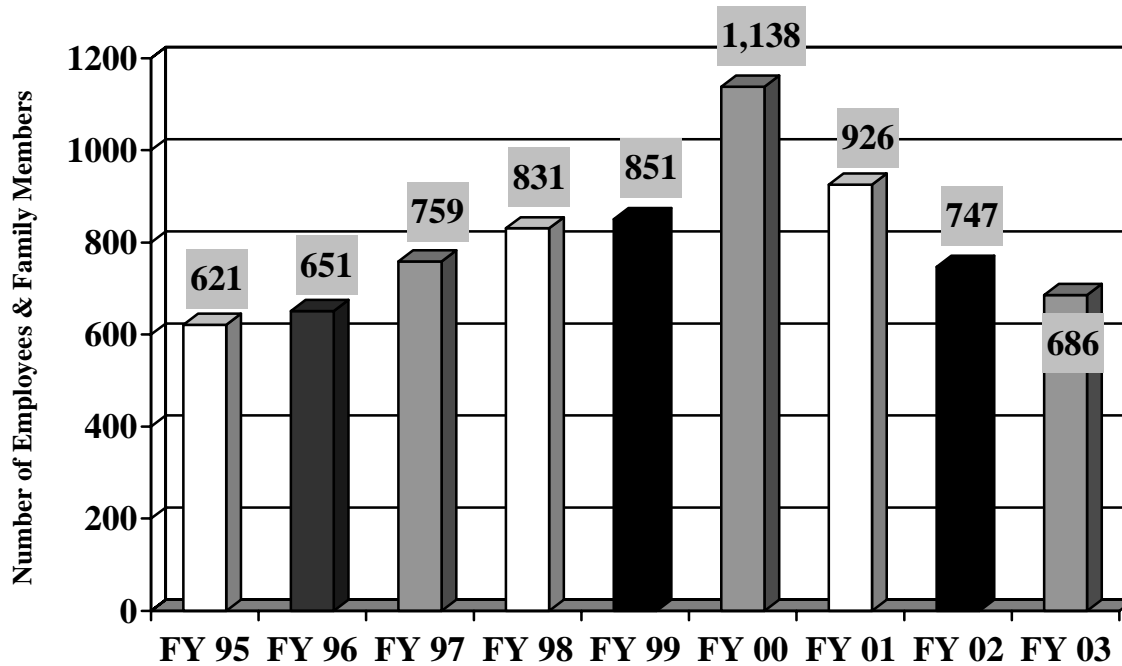
	FY 00	FY 01	FY 02	FY 03
Number of employees*	20,246	20,359	18,953	18,977
Number of clients served	1138	926	747	686
Percent utilization	5.6%	4.5%	3.9%	3.6%
Number of counseling hours	2,126	2,126	1,701	1,368
Average number of counseling hours/client	1.87	2.30	2.28	1.99
<b>IEAP COSTS</b>				
Counseling	\$150,961	\$152,097	\$121,724	\$97,863
Training	\$18,859	\$5,460	\$3,523	\$2,690
<b>TOTAL</b>	<b>\$169,820</b>	<b>\$157,557</b>	<b>\$125,247</b>	<b>\$100,553</b>
Average total counseling costs/client	\$132.66	\$164.25	\$162.95	\$142.66
Average cost/employee	\$8.39	\$7.74	\$6.61	\$5.30

\*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 Iowa Employee Assistance Program (IEAP) costs do not include brochure, promotional item, travel, or administrative expenses.

Source: Iowa Department of Administrative Services, HRE - IEAP Annual Report

## Employee Assistance Program Use by Fiscal Year



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

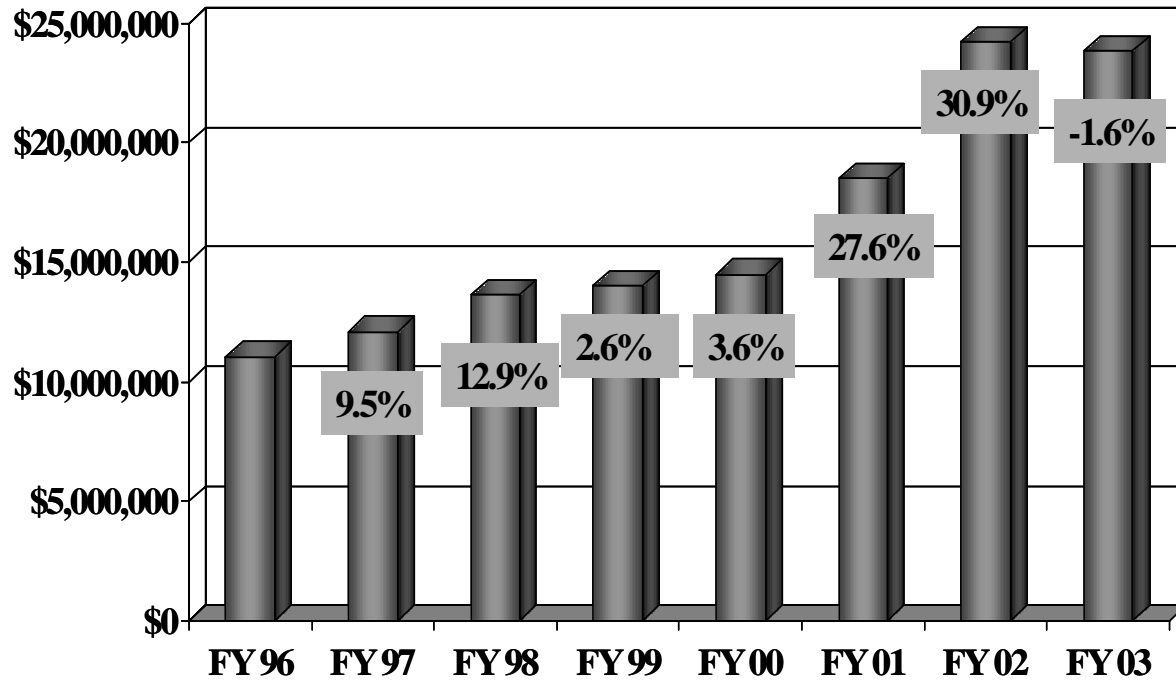
## Deferred Compensation Enrollments, Fiscal Year 2003

<b>State Government</b>	<b># Eligible</b>	<b># Deferring</b>	<b>Participation</b>
<b>EXECUTIVE BRANCH</b>			
<b>AFSCME</b>			
Clerical (001)	1,866	741	39.7%
Technical (002)	3,665	1,415	38.6%
Blue Collar (003)	2,273	987	43.4%
Fiscal & Staff (004/104)	2,278	1,362	59.8%
Security (006)	2,089	758	36.3%
Patient Care (011)	543	249	45.9%
<b>Subtotal</b>	<b>12,714</b>	<b>5,512</b>	<b>43.4%</b>
<b>UE/IUP</b>			
Social Services (005)	1,361	301	22.1%
Science (009)	433	177	40.9%
Social Services-IMW (015)	652	168	25.8%
<b>Subtotal</b>	<b>2,446</b>	<b>646</b>	<b>26.4%</b>
<b>SPOC</b>			
Public Safety (007)	615	458	74.5%
<b>NONCONTRACT</b>	<b>3,534</b>	<b>2,043</b>	<b>57.8%</b>
<b>TOTAL</b>	<b>19,309</b>	<b>8,659</b>	<b>44.8%</b>
<b>JUDICIAL BRANCH</b>			
<b>AFSCME</b>	<b>746</b>	<b>369</b>	<b>49.5%</b>
<b>NONCONTRACT</b>	<b>1,045</b>	<b>626</b>	<b>59.9%</b>
<b>PPME</b>	<b>112</b>	<b>51</b>	<b>45.5%</b>
<b>TOTAL</b>	<b>1,903</b>	<b>1,046</b>	<b>55.0%</b>
<b>LEGISLATIVE BRANCH</b>			
<b>TOTAL</b>	<b>348</b>	<b>112</b>	<b>32.2%</b>
<b>COMMUNITY BASED CORRECTIONS</b>			
<b>TOTAL</b>	<b>1049</b>	<b>689</b>	<b>65.7%</b>
<b>GRAND TOTAL</b>			
<b>GRAND TOTAL</b>	<b>22,609</b>	<b>10,506</b>	<b>46.5%</b>

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.

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

## Deferred Compensation Program Total Amount Deferred



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

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



## Top 25 Most Populous Job Classes, Fiscal Year 2003

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '03 Workforce
1	86406	Correctional Officer	1,604	8.45%
2	03201	Resident Treatment Worker	1,207	6.36%
3	08111	Equipment Operator	848	4.47%
4	03089	Income Maintenance Worker 2	600	3.16%
5	03011	Social Worker 2	548	2.89%
6	00025	Secretary 1	344	1.81%
7	00807	Workforce Advisor	304	1.60%
8	00013	Typist-Advanced	292	1.54%
9	00026	Secretary 2	268	1.41%
10	03016	Social Worker 3	229	1.21%
11	02020	Registered Nurse	222	1.17%
12	00018	Clerk - Specialist	216	1.14%
13	16000	Trooper	205	1.08%
14	86419	Correctional Counselor	162	0.85%
15	00121	Information Technology Specialist 4	161	0.85%
16	03040	Youth Services Worker	160	0.84%
17	00708	Administrative Assistant 1	154	0.81%
18	00122	Information Technology Specialist 5	149	0.79%
19	02002	Licensed Practical Nurse	145	0.76%
20	00709	Administrative Assistant 2	139	0.73%
21	08375	Automotive Mechanic	135	0.71%
22	08113	Equipment Operator Senior	131	0.69%
23	02569	Rehabilitation Counselor	125	0.66%
24	04513	Environmental Specialist	123	0.65%
25	00306	Accounting Clerk 2	122	0.64%
<b>TOTAL</b>			<b>8,593</b>	<b>45.28%</b>

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

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



## Top 25 Classes by New Full-Time Hires, Fiscal Year 2003

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '03 Hires
1	86406	Correctional Officer	231	20.4%
2	03201	Resident Treatment Worker	106	9.4%
3	03011	Social Worker 2	44	3.9%
4	08111	Equipment Operator	42	3.7%
5	02020	Registered Nurse	39	3.4%
6	03089	Income Maintenance Worker 2	26	2.3%
7	00013	Typist-Advanced	24	2.1%
8	04513	Environmental Specialist	18	1.6%
10	02002	Licensed Practical Nurse	17	1.5%
10	03242	Psychology Assistant	17	1.5%
11	01071	Education Program Consultant	16	1.4%
12	87237	Correctional Food Service Coord.	14	1.2%
15	06299	Drivers License Clerk	13	1.1%
15	00025	Secretary 1	13	1.1%
15	00806	Workforce Associate	13	1.1%
19	08375	Automotive Mechanic	12	1.1%
19	02060	Community Health Consultant	12	1.1%
19	04538	Health Facilities Surveyor	12	1.1%
19	03220	Psychiatric Security Specialist	12	1.1%
20	00710	Executive Officer 1	11	1.0%
24	07130	Airport Firefighter	10	0.9%
24	04319	Construction Technician Assistant	10	0.9%
24	07005	Custodial Worker	10	0.9%
24	02569	Rehabilitation Counselor	10	0.9%
25	86360	Motor Vehicle Officer	9	0.8%
25	04022	Program Planner 2	9	0.8%
<b>Totals</b>			<b>750</b>	<b>66.2%</b>

NOTE: There were 1,133 total nonpromotional hires in Fiscal Year 2003.

NOTE: Hires represent all nonpromotional 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, HRE - AS/400 Query: PPeterson.

## Total New Full-Time Hires by Fiscal Year by Department

DEPARTMENT	FY 96			FY 97			FY 98			FY 99		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
AGRICULTURE	12	435	2.8%	18	428	4.2%	15	425	3.5%	24	424	5.7%
AUDITOR	18	119	15.1%	22	122	18.0%	27	120	22.5%	31	125	24.8%
BLIND	2	91	2.2%	8	92	8.7%	6	91	6.6%	3	90	3.3%
CIVIL RIGHTS	0	27	0.0%	0	29	0.0%	0	28	0.0%	1	35	2.9%
COLLEGE AID	0	36	0.0%	2	37	5.4%	2	32	6.3%	4	35	11.4%
COMMERCE	6	327	1.8%	19	322	5.9%	16	315	5.1%	32	319	10.0%
CORRECTIONS	165	2,092	7.9%	386	2,323	16.6%	468	2,605	18.0%	427	2,815	15.2%
CULTURAL AFFAIRS	5	72	6.9%	5	74	6.8%	10	83	12.0%	10	88	11.4%
ECONOMIC DEVELOPMENT	6	158	3.8%	13	134	9.7%	14	137	10.2%	21	143	14.7%
EDUCATION	23	595	3.9%	47	588	8.0%	49	590	8.3%	55	600	9.2%
ELDER AFFAIRS	0	25	0.0%	1	28	3.6%	1	25	4.0%	3	27	11.1%
ETHICS/CAMPAIGN DISCLOSURE	0	8	0.0%	0	8	0.0%	3	8	37.5%	1	8	12.5%
GENERAL SERVICES	9	336	2.7%	22	311	7.1%	33	202	16.3%	25	212	11.8%
GOVERNOR'S OFFICE	4	46	8.7%	4	42	9.5%	2	36	5.6%	23	41	56.1%
HUMAN RIGHTS	1	45	2.2%	2	44	4.5%	4	43	9.3%	8	47	17.0%
HUMAN SERVICES	184	5,327	3.5%	254	5,176	4.9%	391	5,172	7.6%	567	5,320	10.7%
INFORMATION TECHNOLOGY	*	*	*	*	*	*	6	137	4.4%	6	137	4.4%
INSPECTIONS AND APPEALS	23	390	5.9%	46	424	10.8%	37	437	8.5%	28	449	6.2%
IOWA COMMUNICATIONS NTWRK	21	38	55.3%	13	44	29.5%	18	70	25.7%	24	88	27.3%
IOWA PUBLIC TELEVISION	8	121	6.6%	10	124	8.1%	16	129	12.4%	21	139	15.1%
JUSTICE	11	183	6.0%	19	194	9.8%	15	197	7.6%	23	204	11.3%
LAW ENFORCEMENT ACADEMY	1	24	4.2%	3	27	11.1%	2	26	7.7%	4	31	12.9%
MANAGEMENT	2	33	6.1%	0	32	0.0%	0	31	0.0%	0	27	0.0%
NATURAL RESOURCES	18	770	2.3%	42	791	5.3%	34	797	4.3%	44	803	5.5%
PAROLE	0	10	0.0%	0	9	0.0%	0	11	0.0%	1	10	10.0%
PERSONNEL	9	138	6.5%	8	133	6.0%	14	144	9.7%	11	144	7.6%
PUBLIC DEFENSE	11	221	5.0%	13	222	5.9%	28	223	12.6%	52	265	19.6%
PUBLIC EMPLOYMENT RELATIONS	0	12	0.0%	0	12	0.0%	1	12	8.3%	0	12	0.0%
PUBLIC HEALTH	8	280	2.9%	12	278	4.3%	24	309	7.8%	37	329	11.2%
PUBLIC SAFETY	56	867	6.5%	59	886	6.7%	53	891	5.9%	79	916	8.6%
REVENUE AND FINANCE	19	608	3.1%	23	592	3.9%	11	572	1.9%	31	567	5.5%
SECRETARY OF STATE	0	36	0.0%	1	36	2.8%	5	40	12.5%	6	38	15.8%
TRANSPORTATION	125	3,550	3.5%	162	3,444	4.7%	181	3,426	5.3%	337	3,562	9.5%
TREASURER	2	24	8.3%	5	23	21.7%	2	20	10.0%	12	20	60.0%
VETERAN'S AFFAIRS	53	721	7.4%	93	719	12.9%	88	710	12.4%	87	697	12.5%
WORKFORCE DEVELOPMENT	8	881	0.9%	31	892	3.5%	45	864	5.2%	39	850	4.6%
<b>GRAND TOTALS</b>	<b>810</b>	<b>18,646</b>	<b>4.3%</b>	<b>1,343</b>	<b>18,640</b>	<b>7.2%</b>	<b>1,621</b>	<b>18,958</b>	<b>8.6%</b>	<b>2,077</b>	<b>19,617</b>	<b>10.6%</b>

\* Department not in existence at the time.

NOTE: New hires represent all nonpromotional 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, HRE - AS/400 Query: PPeterson.

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

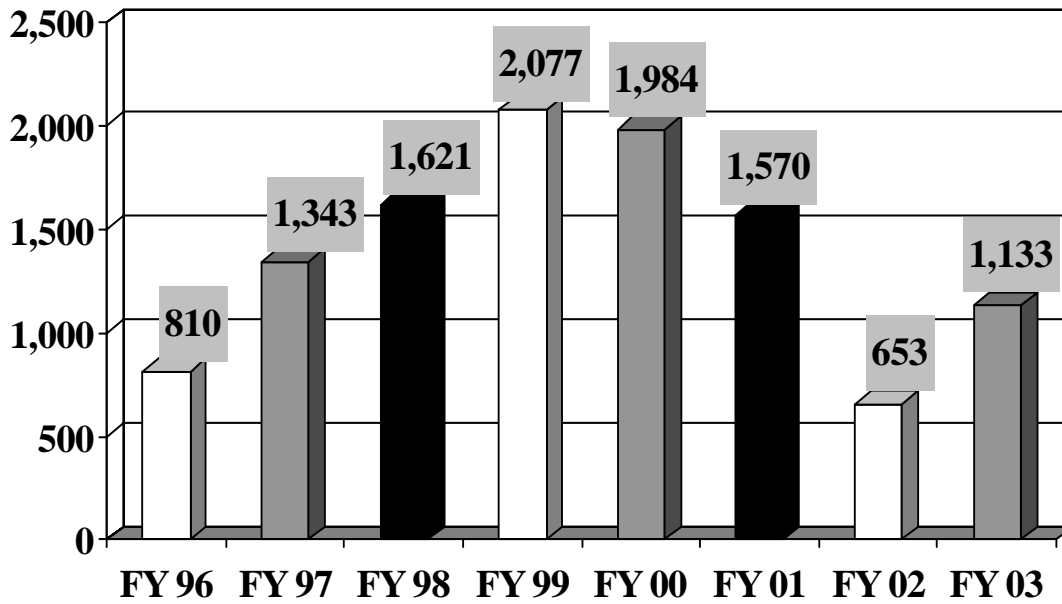
DEPARTMENT	FY00			FY01			FY02			FY03		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
AGRICULTURE	32	440	7.3%	20	432	4.6%	9	381	2.4%	17	385	4.4%
AUDITOR	32	128	25.0%	20	117	17.1%	3	101	3.0%	12	103	11.7%
BLIND	14	99	14.1%	9	100	9.0%	5	95	5.3%	9	100	9.0%
CIVIL RIGHTS	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%
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%
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%
IOWA COMMUNICATIONS NETWORK	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%
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%
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%
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 AND FINANCE	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%
VETERANS 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%
<b>GRAND TOTALS</b>	<b>1,984</b>	<b>20,246</b>	<b>9.8%</b>	<b>1,570</b>	<b>20,359</b>	<b>7.7%</b>	<b>653</b>	<b>18,953</b>	<b>3.4%</b>	<b>1,133</b>	<b>18,977</b>	<b>6.0%</b>

NOTE: New hires represent all nonpromotional 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, HRE - AS/400 Query: PPeterson.

## Total New Full-Time Hires by Fiscal Year

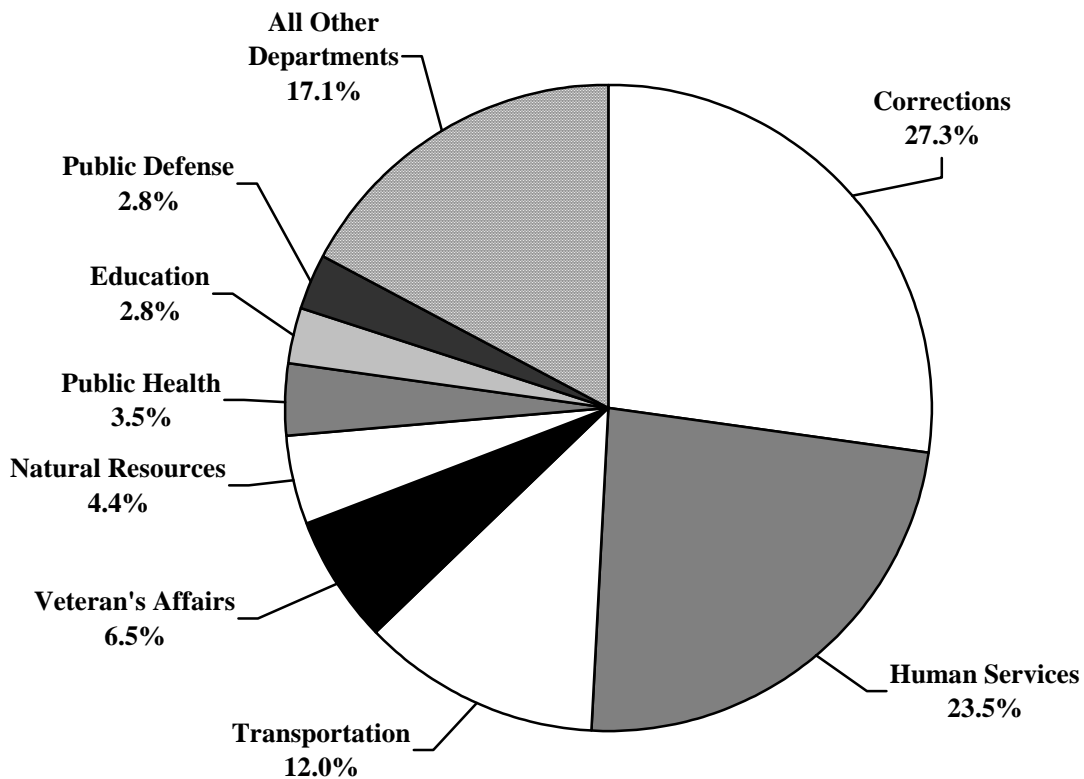


NOTE: New hires represent all nonpromotional hires into state government. Not included are all promotional and transfer hires.

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

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

## New Full-Time Hire Percentages by Department, Fiscal Year 2003



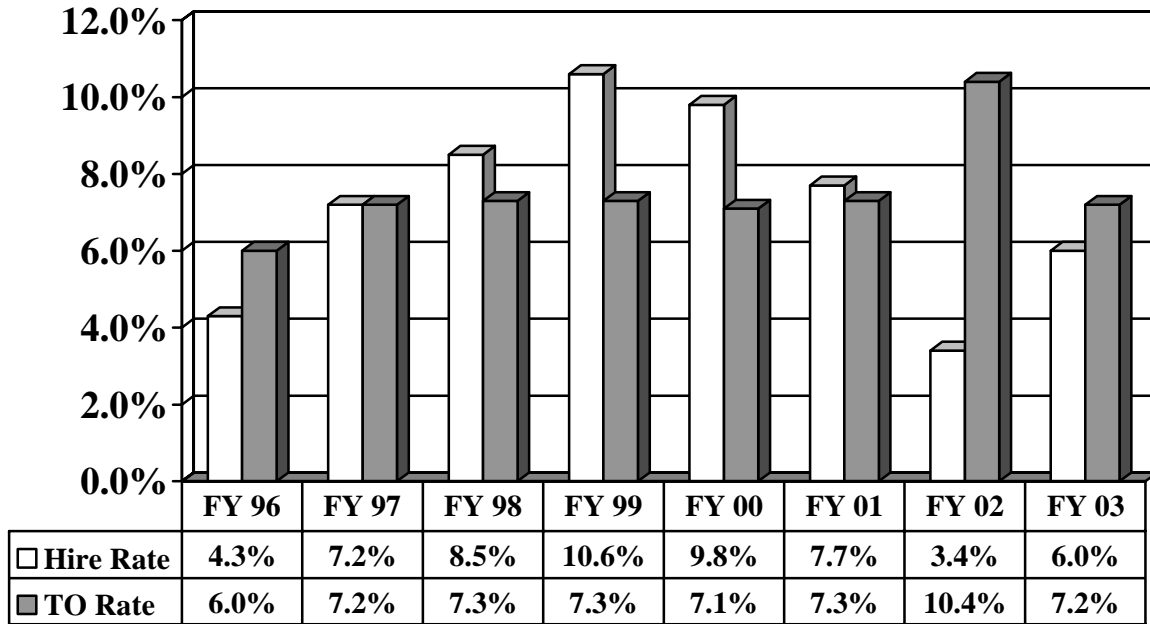
NOTE: Percentages are rounded and may not sum to exactly 100%.

NOTE: New hires represent all nonpromotional 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, HRE - AS/400 Query: PPeterson.

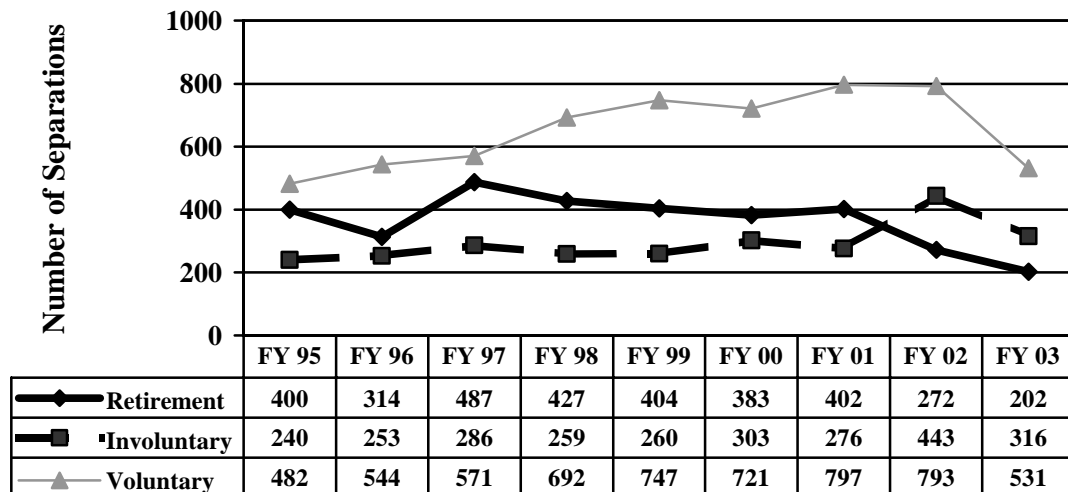
## Executive Branch Full-Time Employee New Hire Rate and Separation Rate



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

NOTE: Executive Branch separation rate (Turnover Rate = TO Rate) includes only individuals who have left Executive Branch employment (Includes Early Out separations).

## Separation Type



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

NOTE: Does not include the 144 employees who chose the optional early out option in FY '03.

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

## Top 25 Executive Branch Separations by Class, Fiscal Year 2003

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '03 Separations
1	03201	Resident Treatment Worker	139	11.7%
2	86406	Correctional Officer	116	9.8%
3	03089	Income Maintenance Worker 2	36	3.0%
4	03011	Social Worker 2	33	2.8%
5	00013	Typist-Advanced	31	2.6%
6	08111	Equipment Operator	30	2.5%
7	02020	Registered Nurse	28	2.4%
8	00025	Secretary 1	26	2.2%
9	02002	Licensed Practical Nurse	16	1.3%
10	03016	Social Worker 3	14	1.2%
11	03040	Youth Services Worker	13	1.1%
13	04538	Health Facilities Surveyor	12	1.0%
13	00121	Information Technician Specialist 4	12	1.0%
16	87237	Correctional Food Service Coord.	11	0.9%
16	04513	Environmental Specialist	11	0.9%
16	00026	Secretary 2	11	0.9%
18	04022	Program Planner 2	10	0.8%
18	00807	Workforce Advisor	10	0.8%
21	00018	Clerk - Specialist	9	0.8%
21	00786	Public Service Executive 4	9	0.8%
21	00061	Word Processor 2	9	0.8%
25	00017	Clerk - Advanced	8	0.7%
25	06299	Drivers License Clerk - Senior	8	0.7%
25	04023	Program Planner 3	8	0.7%
25	02569	Rehabilitation Counselor	8	0.7%
<b>TOTALS</b>			<b>618</b>	<b>52.0%</b>

NOTE: There were a total of 1,188 individuals who separated from Executive Branch employment in Fiscal Year 2003 (Includes Early Out separations).

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

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

## Executive Branch Separations by Department

DEPARTMENT	FY 96			FY 97			FY 98			FY 99		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AGRICULTURE	13	3	12	16	3	7	8	2	9	18	1	5
AUDITOR	1	0	12	1	0	12	1	0	23	0	1	20
BLIND	2	2	4	3	0	3	1	2	3	0	0	4
CIVIL RIGHTS	1	0	0	0	0	1	0	0	0	0	0	1
COLLEGE AID	0	0	1	0	1	1	1	1	2	0	0	2
COMMERCE	8	1	13	7	1	19	7	0	15	5	1	23
CORRECTIONS	28	44	70	39	51	87	35	52	111	33	55	118
CULTURAL AFFAIRS	1	1	4	1	0	3	0	1	3	0	1	1
ECONOMIC DEVELOPMENT	1	2	5	1	0	9	3	0	8	2	0	16
EDUCATION	12	2	13	21	8	22	24	4	28	20	5	22
ELDER AFFAIRS	1	1	1	0	0	0	3	0	1	0	2	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0	1	1	0	0
GENERAL SERVICES	9	8	6	16	9	22	11	7	8	5	1	9
GOVERNOR'S OFFICE	1	0	5	0	5	2	0	5	2	4	0	15
HUMAN RIGHTS	0	1	2	0	0	1	3	0	3	1	1	3
HUMAN SERVICES	90	89	209	130	87	175	109	67	205	93	91	217
INFORMATION TECHNOLOGY	*	*	*	*	*	*	6	0	4	4	1	3
INSPECTIONS AND APPEALS	13	3	13	9	1	10	7	6	17	10	3	14
IOWA COMMUNICATIONS NTRK	0	2	6	1	0	8	0	2	4	1	3	9
IOWA PUBLIC TELEVISION	1	1	2	2	1	2	4	2	3	1	0	7
JUSTICE	0	1	10	0	0	6	1	1	10	1	3	7
LAW ENFORCEMENT ACADEMY	0	0	0	1	0	0	0	0	0	0	0	2
MANAGEMENT	0	0	0	1	0	0	0	0	2	0	0	4
NATURAL RESOURCES	6	6	15	7	1	17	17	2	20	22	2	17
PAROLE	0	0	0	0	0	0	0	0	0	1	0	1
PERSONNEL	2	0	2	3	2	7	1	1	8	5	1	8
PUBLIC DEFENSE	6	3	11	4	3	10	5	4	18	5	0	11
PERB	0	0	0	1	0	0	0	0	0	0	0	0
PUBLIC HEALTH	4	3	7	6	2	5	6	2	9	5	3	11
PUBLIC SAFETY	7	4	16	20	2	13	17	1	27	29	3	20
REVENUE AND FINANCE	10	8	2	16	4	15	14	4	15	9	6	16
SECRETARY OF STATE	0	1	1	1	0	0	3	0	4	1	0	8
TRANSPORTATION	69	31	45	141	47	50	105	44	46	92	37	67
TREASURER	0	0	2	1	2	2	0	2	3	0	2	7
VETERAN'S AFFAIRS	8	28	37	11	41	43	5	40	48	14	33	50
WORKFORCE DEVELOPMENT	20	8	18	27	15	19	30	7	32	22	4	28
<b>GRAND TOTALS</b>	<b>314</b>	<b>253</b>	<b>544</b>	<b>487</b>	<b>286</b>	<b>571</b>	<b>427</b>	<b>259</b>	<b>692</b>	<b>404</b>	<b>260</b>	<b>747</b>
<b>AVERAGE AGE</b>	<b>62.31</b>	<b>41.78</b>	<b>37.49</b>	<b>61.84</b>	<b>42.75</b>	<b>38.07</b>	<b>62.01</b>	<b>42.39</b>	<b>37.66</b>	<b>61.55</b>	<b>39.63</b>	<b>37.73</b>
<b>AVERAGE LENGTH OF SERVICE</b>	<b>21.63</b>	<b>8.66</b>	<b>6.58</b>	<b>24.83</b>	<b>9.17</b>	<b>6.67</b>	<b>23.59</b>	<b>7.61</b>	<b>5.52</b>	<b>23.37</b>	<b>6.67</b>	<b>5.59</b>

Retires - Retirements

Terms - Involuntary Separations (includes layoffs)

Quits - Voluntary Separations

\* Executive Branch separations includes only individuals who have left Executive Branch employment, but does not include the 144 employees who chose the early out option in FY '03.

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

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



## Executive Branch Separations by Department (cont.)

DEPARTMENT	FY 00			FY 01			FY 02			FY 03		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AGRICULTURE	13	2	12	7	3	13	8	14	11	1	3	7
AUDITOR	1	0	24	1	0	21	1	6	10	0	0	6
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
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		1	0	0	0	0	0
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
IOWA COMMUNICATIONS NETWORK	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
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
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
PUBLIC DEFENSE	7	2	11	2	1	12	6	4	9	0	3	12
PUBLIC EMPLOYMENT RELATION	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 AND FINANCE	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
VETERANS 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
<b>GRAND TOTALS</b>	<b>383</b>	<b>303</b>	<b>721</b>	<b>402</b>	<b>276</b>	<b>797</b>	<b>272</b>	<b>443</b>	<b>793</b>	<b>202</b>	<b>316</b>	<b>531</b>
<b>AVERAGE AGE</b>	<b>61.52</b>	<b>40.51</b>	<b>37.14</b>	<b>61.17</b>	<b>40.99</b>	<b>37.08</b>	<b>61.32</b>	<b>42.27</b>	<b>37.38</b>	<b>60.76</b>	<b>42.87</b>	<b>37.72</b>
<b>AVERAGE LENGTH OF SERVICE</b>	<b>23.97</b>	<b>6.96</b>	<b>4.77</b>	<b>24.74</b>	<b>6.44</b>	<b>4.36</b>	<b>22.73</b>	<b>8.21</b>	<b>5.20</b>	<b>21.40</b>	<b>7.84</b>	<b>5.70</b>

Retires - Retirements

Terms - Involuntary Separations (includes layoffs)

Quits - Voluntary Separations

\* Executive Branch separations includes only individuals who have left Executive Branch employment, but does not include the 144 employees who chose the early out option in FY '03.

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

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

# Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '02	FT Employees FY '03	Hires	Transfer In	Retires	Terms	Quits	Early Out	Transfer Out	Hire Rate	Separation Rate
AGRICULTURE	381	385	17	3	1	3	7	3	0	5.22%	3.66%
AUDITOR	101	103	12	1	0	0	6	0	2	12.75%	7.84%
BLIND	95	100	9	0	1	1	1	1	0	9.23%	4.10%
CIVIL RIGHTS	35	28	0	0	0	0	1	0	0	0.00%	3.17%
COLLEGE AID	36	37	0	0	1	0	0	0	0	0.00%	2.74%
COMMERCE	293	287	12	0	4	0	8	3	5	4.14%	6.90%
CORRECTIONS	2,863	2,977	309	8	18	69	94	16	19	10.86%	7.40%
CULTURAL AFFAIRS	70	63	5	0	0	3	3	3	2	7.52%	16.54%
ECONOMIC DEVELOPMENT	201	207	13	11	2	3	12	3	1	11.76%	10.29%
EDUCATION	612	599	32	14	8	20	12	4	15	7.60%	9.74%
ELDER AFFAIRS	29	29	0	2	1	0	1	0	2	6.90%	13.79%
ETHICS/CAMPAIGN DISCLOSURE	5	6	0	0	0	0	0	0	0	0.00%	0.00%
GENERAL SERVICES	174	162	9	4	4	6	2	0	13	7.74%	14.88%
GOVERNOR'S OFFICE	44	39	11	2	0	2	6	1	12	31.33%	50.60%
HUMAN RIGHTS	51	51	2	0	0	1	1	0	1	3.92%	5.88%
HUMAN SERVICES	5,136	5,038	266	10	71	105	152	38	42	5.43%	8.02%
INFORMATION TECHNOLOGY	113	116	8	6	1	2	7	2	0	12.23%	10.48%
INSPECTIONS AND APPEALS	456	459	28	42	8	16	27	4	6	15.30%	13.33%
IOWA COMMUNICATIONS NTWRK	97	95	7	0	1	1	6	0	2	7.29%	10.42%
IOWA PUBLIC TELEVISION	123	112	0	0	0	1	5	1	2	0.00%	7.66%
JUSTICE	210	202	3	2	2	0	7	0	4	2.43%	6.31%
LAW ENFORCEMENT ACADEMY	30	27	0	0	2	0	0	1	0	0.00%	10.53%
MANAGEMENT	27	27	0	0	0	0	0	0	0	0.00%	0.00%
NATURAL RESOURCES	853	880	50	4	10	2	11	5	1	6.23%	3.35%
PAROLE	11	10	0	0	0	0	0	0	1	0.00%	9.52%
PERSONNEL	148	151	5	1	0	2	1	0	2	4.01%	3.34%
PUBLIC DEFENSE	306	327	32	6	0	3	12	1	4	12.01%	6.32%
PUBLIC EMPLOYMENT RELATIONS	9	10	1	1	0	0	0	0	1	21.05%	10.53%
PUBLIC HEALTH	372	397	40	20	6	3	15	3	5	15.60%	8.32%
PUBLIC SAFETY	898	861	7	1	12	4	21	3	3	0.91%	4.89%
REVENUE AND FINANCE	491	473	3	4	8	5	2	4	7	1.45%	5.39%
SECRETARY OF STATE	30	34	7	0	0	0	1	0	2	21.88%	9.38%
TRANSPORTATION	3,139	3,163	136	*	27	29	48	36	*	NA	NA
TREASURER	24	21	7	0	0	2	7	0	1	31.11%	44.44%
VETERAN'S AFFAIRS	733	736	74	5	6	28	48	2	0	10.76%	11.44%
WORKFORCE DEVELOPMENT	757	765	28	14	8	5	7	5	12	5.52%	4.86%

Retires - Retirements

Terms - Involuntary Separations (includes layoffs)

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 '02 Full-Time (FT) employee headcount and FY '03 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '03.

**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).

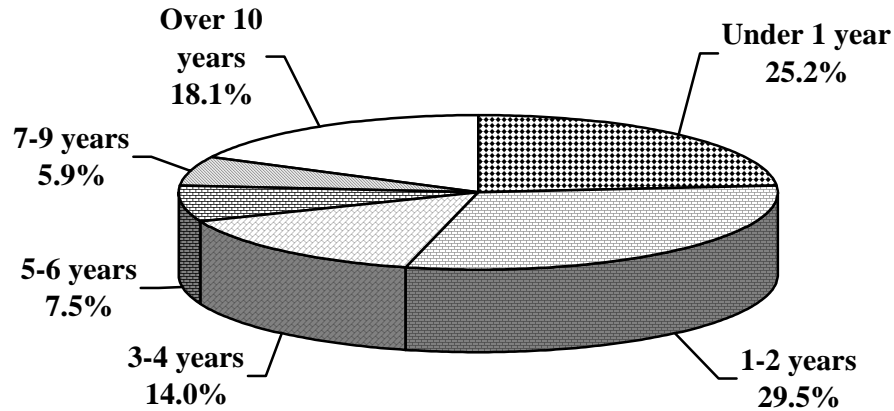
\* Data not available.

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

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

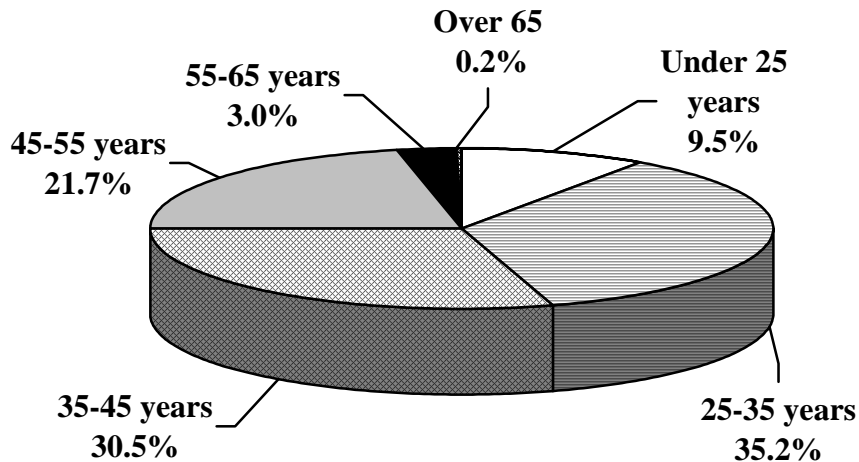
## Voluntary Executive Branch Separations by Length of Service

( 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, HRE - AS/400 Query: PPeterson.

## Separation Payouts by Department, Fiscal Year 2003

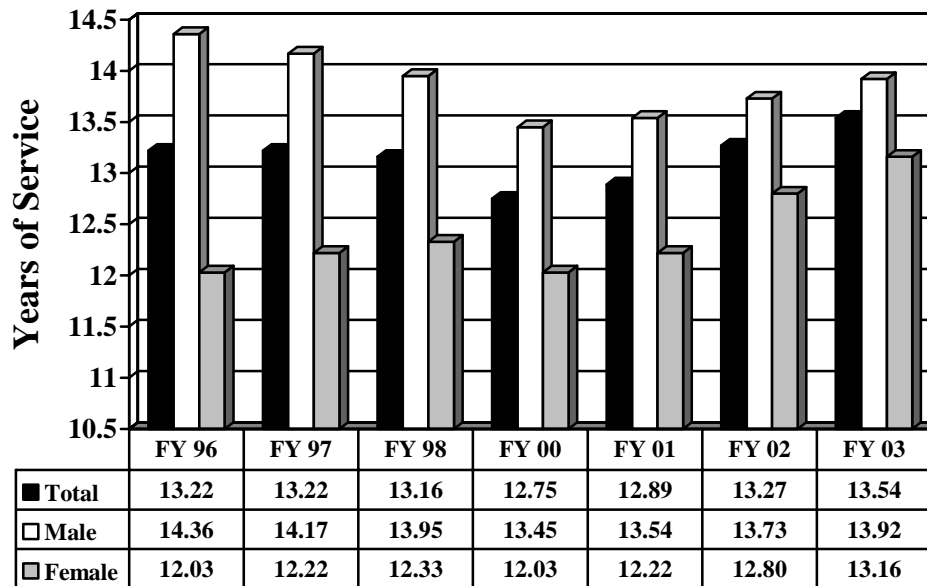
DEPARTMENT	Vacation Payout	Sick Leave Payout
AGRICULTURE	\$72,078.99	\$2,073.59
AUDITOR	\$10,691.14	\$2,000.00
BLIND	\$18,464.23	\$2,000.00
CIVIL RIGHTS	\$120,107.35	\$78.49
COLLEGE AID	\$524.96	\$2,000.00
COMMERCE	\$90,930.97	\$7,065.71
CORRECTIONS	\$441,902.78	\$26,885.68
CULTURAL AFFAIRS	\$45,852.35	\$0.00
ECONOMIC DEVELOPMENT	\$67,432.02	\$4,000.00
EDUCATION	\$174,064.08	\$14,614.97
ELDER AFFAIRS	\$5,654.90	\$2,000.00
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	\$0.00
GENERAL SERVICES	\$73,430.41	\$8,000.00
GOVERNOR'S OFFICE	\$26,337.89	\$0.00
HUMAN RIGHTS	\$10,585.78	\$0.00
HUMAN SERVICES	\$878,977.30	\$109,595.99
INFORMATION TECHNOLOGY	\$44,443.39	\$2,000.00
INSPECTIONS AND APPEALS	\$164,620.83	\$12,344.48
IOWA COMMUNICATONS NETWORK	\$6,151.08	\$2,000.00
IOWA PUBLIC TELEVISION	\$121,637.74	\$0.00
JUSTICE	\$20,937.08	\$2,158.44
LAW ENFORCEMENT ACADEMY	\$15,416.67	\$2,032.33
MANAGEMENT	\$0.00	\$0.00
NATURAL RESOURCES	\$127,612.09	\$16,000.00
PAROLE BOARD	\$1,915.08	\$1,486.30
PERSONNEL	\$2,283.02	\$0.00
PUBLIC DEFENSE	\$29,209.88	\$2,000.00
PUBLIC EMPLOYEE RELATIONS	\$0.00	\$0.00
PUBLIC HEALTH	\$80,078.62	\$9,670.29
PUBLIC SAFETY	\$299,017.81	\$2,000.00
REVENUE AND FINANCE	\$128,550.14	\$16,284.76
SECRETARY OF STATE	\$8,409.50	\$0.00
TRANSPORTATION	\$196,590.56	\$40,383.68
TREASURER	\$3,152.19	\$0.00
VETERAN AFFAIRS	\$138,722.48	\$7,094.46
WORKFORCE DEVELOPMENT	\$106,084.08	\$8,712.83
<b>GRAND TOTALS</b>	<b>\$3,531,867.39</b>	<b>\$304,482.00</b>

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

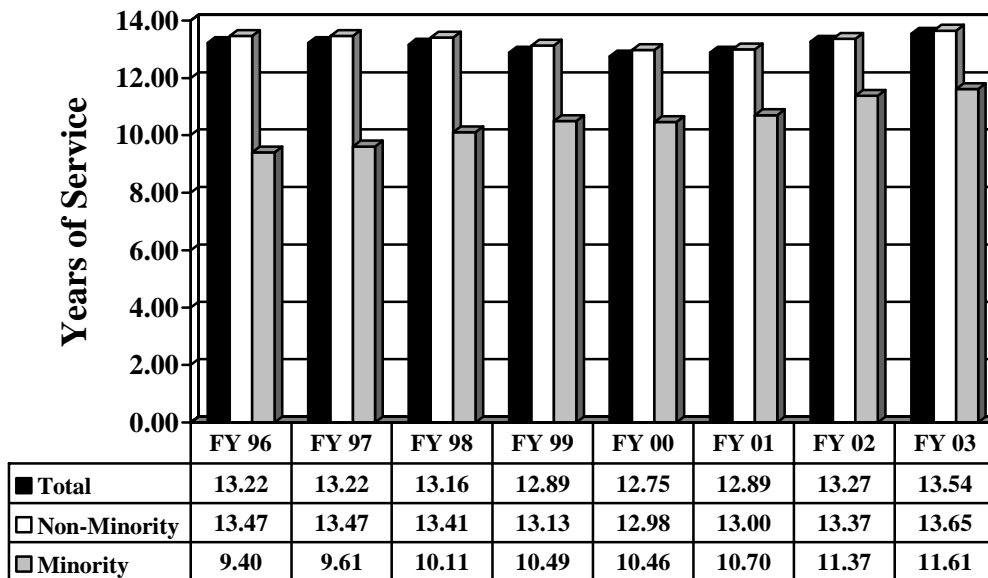
Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS : TMohning.



## 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, HRE - AS/400 Query: PPeterson.

## Average Length of Service & Age by Department, Fiscal Year 2003

Department	Workforce	Ave LOS	Ave Age
AGRICULTURE	385	14.20	48.75
AUDITOR	103	10.41	37.40
BLIND	100	12.47	47.94
CIVIL RIGHTS	28	12.65	49.70
COLLEGE AID	37	11.90	47.52
COMMERCE	263	14.36	47.23
CORRECTIONS	2,977	10.45	43.72
CULTURAL AFFAIRS	63	12.96	48.78
ECONOMIC DEVELOPMENT	207	8.39	44.73
EDUCATION	599	12.82	48.09
ELDER AFFAIRS	29	10.10	48.11
ETHICS/CAMPAIGN DISCLOSURE	6	11.85	49.72
GENERAL SERVICES	162	13.24	48.65
GOVERNOR'S OFFICE	39	5.94	41.89
HUMAN RIGHTS	51	12.73	48.46
HUMAN SERVICES	5,038	14.29	45.81
INFORMATION TECHNOLOGY	116	15.86	46.52
INSPECTIONS AND APPEALS	459	11.38	47.70
IOWA COMMUNICATIONS NTWK	95	7.90	44.74
IOWA PUBLIC TELEVISION	112	13.79	46.30
JUSTICE	226	12.21	45.65
LAW ENFORCEMENT ACADEMY	27	12.17	52.38
MANAGEMENT	27	16.82	46.85
NATURAL RESOURCES	880	15.05	44.94
PAROLE	10	17.36	52.49
PERSONNEL	151	12.67	46.15
PUBLIC DEFENSE	327	10.20	46.26
PUBLIC EMPLOYMENT RELATIONS	10	13.07	51.22
PUBLIC HEALTH	397	10.13	46.14
PUBLIC SAFETY	861	14.00	41.08
REVENUE AND FINANCE	473	17.85	50.17
SECRETARY OF STATE	34	10.99	44.43
TRANSPORTATION	3,163	15.96	46.59
TREASURER	21	9.08	39.67
VETERAN'S AFFAIRS	736	11.26	45.06
WORKFORCE DEVELOPMENT	765	16.13	50.24
<b>GRAND TOTALS</b>	<b>18,977</b>	<b>13.54</b>	<b>45.84</b>

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

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

## Age Groups by Department, Fiscal Year 2003

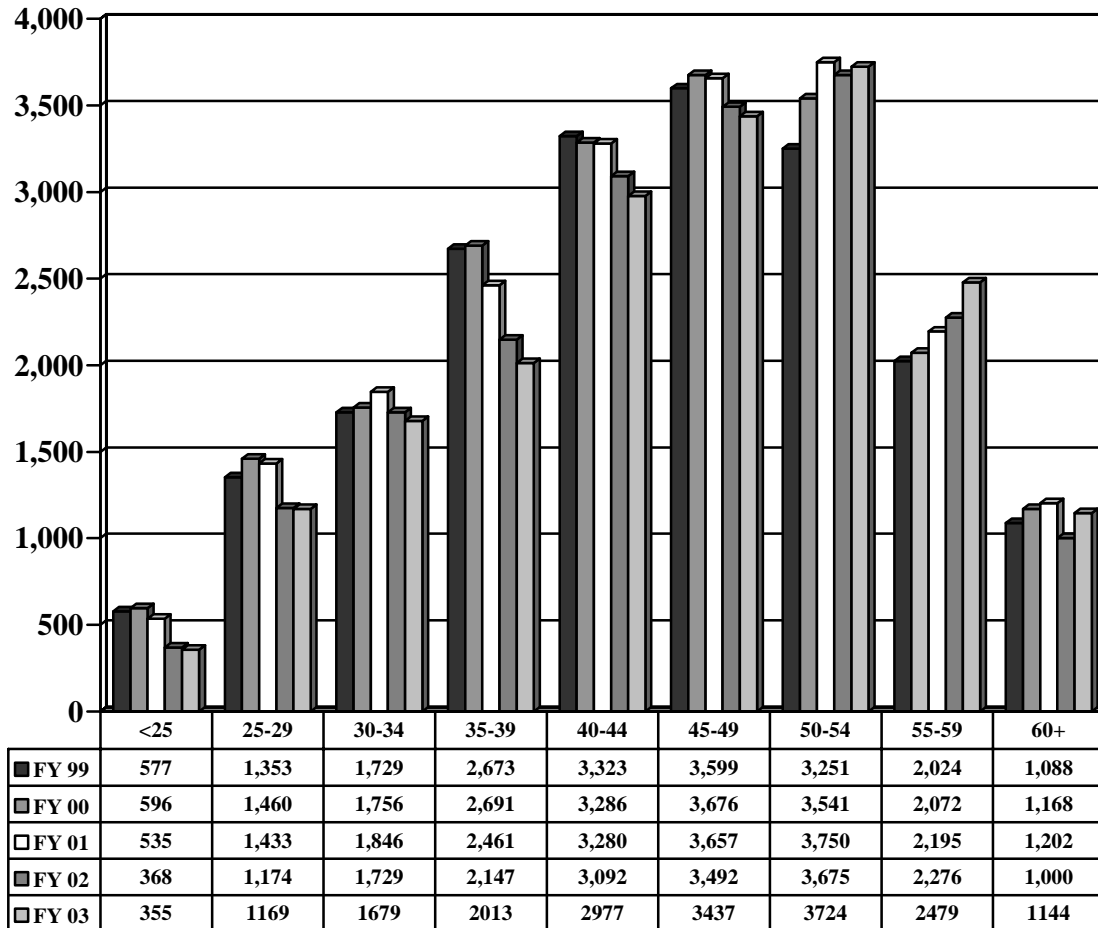
DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
AGRICULTURE	2	36	94	152	89	12
AUDITOR	11	39	22	23	7	1
BLIND	2	14	16	47	17	4
CIVIL RIGHTS	0	2	7	11	8	0
COLLEGE AID	0	6	7	14	9	1
COMMERCE	3	30	79	113	57	5
CORRECTIONS	67	606	896	990	398	20
CULTURAL AFFAIRS	0	7	10	29	16	1
ECONOMIC DEVELOPMENT	5	38	59	66	35	4
EDUCATION	5	71	118	254	143	8
ELDER AFFAIRS	1	0	9	13	6	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	1	4	1	0
GENERAL SERVICES	3	9	44	61	42	3
GOVERNOR'S OFFICE	4	8	7	16	4	0
HUMAN RIGHTS	0	2	19	15	13	2
HUMAN SERVICES	121	725	1,299	1,942	913	38
INFORMATION TECHNOLOGY	3	13	28	52	20	0
INSPECTIONS AND APPEALS	3	49	113	185	102	7
IOWA COMMUNICATIONS NTWK	0	21	28	25	21	0
IOWA PUBLIC TELEVISION	0	16	28	57	11	0
JUSTICE	0	29	55	90	28	0
LAW ENFORCEMENT ACADEMY	0	1	4	10	10	2
MANAGEMENT	1	2	8	12	4	0
NATURAL RESOURCES	9	192	216	291	167	5
PAROLE	0	0	2	4	4	0
PERSONNEL	1	21	46	58	24	1
PUBLIC DEFENSE	6	48	81	125	61	6
PUBLIC EMPLOYMENT RELATIONS	0	0	1	6	3	0
PUBLIC HEALTH	15	60	83	150	82	7
PUBLIC SAFETY	16	260	277	232	74	2
REVENUE AND FINANCE	0	19	98	223	126	7
SECRETARY OF STATE	1	6	10	10	7	0
TRANSPORTATION	34	359	884	1,278	589	19
TREASURER	5	5	2	6	3	0
VETERAN'S AFFAIRS	37	107	193	267	123	9
WORKFORCE DEVELOPMENT	0	47	146	330	226	16
<b>GRAND TOTALS</b>	<b>355</b>	<b>2,848</b>	<b>4,990</b>	<b>7,161</b>	<b>3,443</b>	<b>180</b>
<i>PERCENTAGES</i>	<i>1.9%</i>	<i>15.0%</i>	<i>26.3%</i>	<i>37.7%</i>	<i>18.1%</i>	<i>0.9%</i>

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

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



## Executive Branch Full-Time Employee Age Groups, Fiscal Year 1999 through Fiscal Year 2003



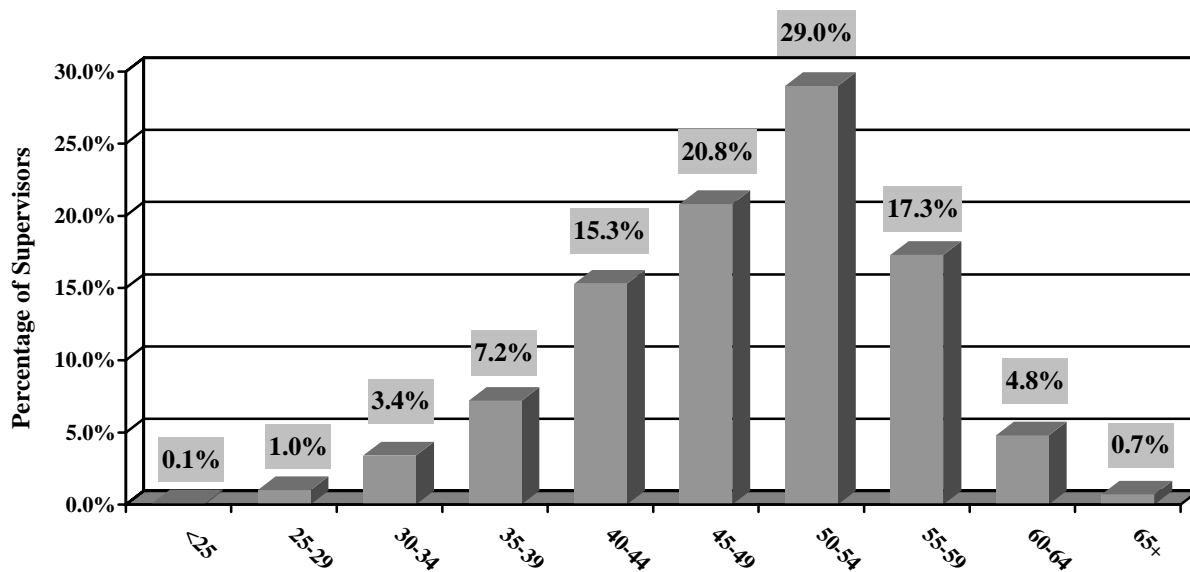
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

## Supervisors by Age Groups

Age Grp	FY 96		FY 97		FY 98		FY 99		FY 00		FY 01		FY 02		FY 03	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<25	2	0.1%	0	0.0%	2	0.1%	1	0.1%	1	0.0%	2	0.1%	0	0.0%	1	0.1%
25-29	13	0.6%	10	0.5%	13	0.7%	19	1.0%	25	1.2%	27	1.3%	15	0.8%	19	1.0%
30-34	85	4.3%	78	4.1%	77	4.0%	83	4.2%	71	3.4%	72	3.4%	52	2.9%	61	3.4%
35-39	213	10.8%	193	10.2%	193	10.1%	198	10.0%	197	9.5%	188	8.8%	158	8.7%	131	7.2%
40-44	353	17.9%	331	17.5%	327	17.0%	336	17.0%	358	17.3%	358	16.8%	297	16.4%	277	15.3%
45-49	500	25.3%	459	24.4%	461	24.0%	466	23.6%	473	22.8%	474	22.3%	396	21.8%	377	20.8%
50-54	362	18.3%	396	21.0%	423	22.0%	462	23.4%	526	25.3%	576	27.1%	533	29.4%	527	29.0%
55-59	264	13.4%	250	13.3%	275	14.3%	292	14.8%	292	14.1%	289	13.6%	278	15.3%	315	17.3%
60-64	160	8.1%	148	7.9%	126	6.6%	95	4.8%	110	5.3%	120	5.6%	77	4.2%	88	4.8%
65+	24	1.2%	20	1.1%	24	1.2%	22	1.1%	22	1.1%	19	0.9%	10	0.6%	12	0.7%
<b>Totals</b>	<b>1,976</b>	<b>100%</b>	<b>1,885</b>	<b>100%</b>	<b>1,921</b>	<b>100%</b>	<b>1,974</b>	<b>100%</b>	<b>2,075</b>	<b>100%</b>	<b>2,125</b>	<b>100%</b>	<b>1,816</b>	<b>100%</b>	<b>1,808</b>	<b>100%</b>

## Supervisors by Age Groups, Fiscal Year 2003

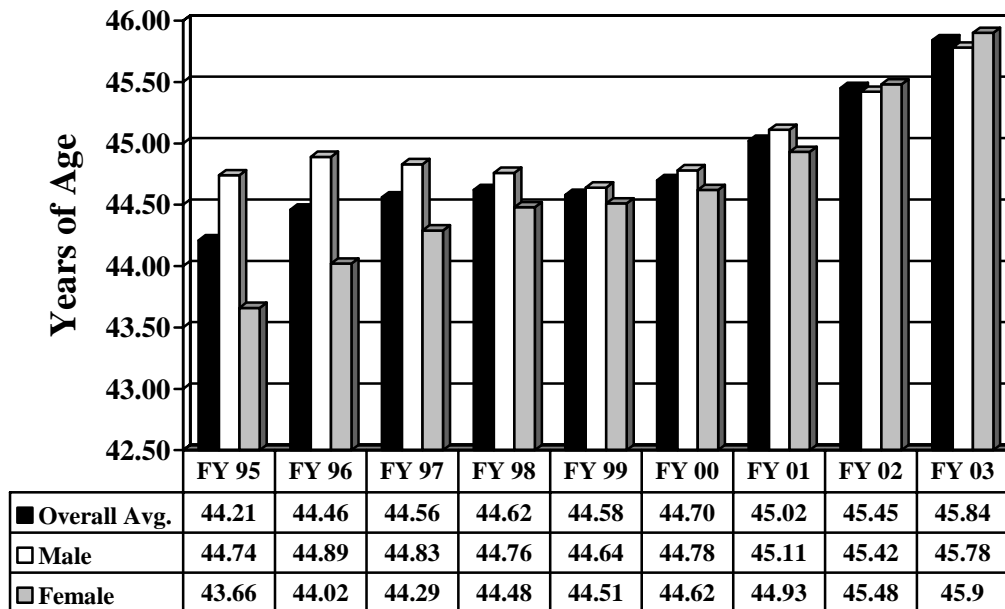


**NOTE:** Supervisors determined by identifying those classified as "Supervisory" under Bargaining Status. Also, percentages are rounded and may not sum to exactly 100%.

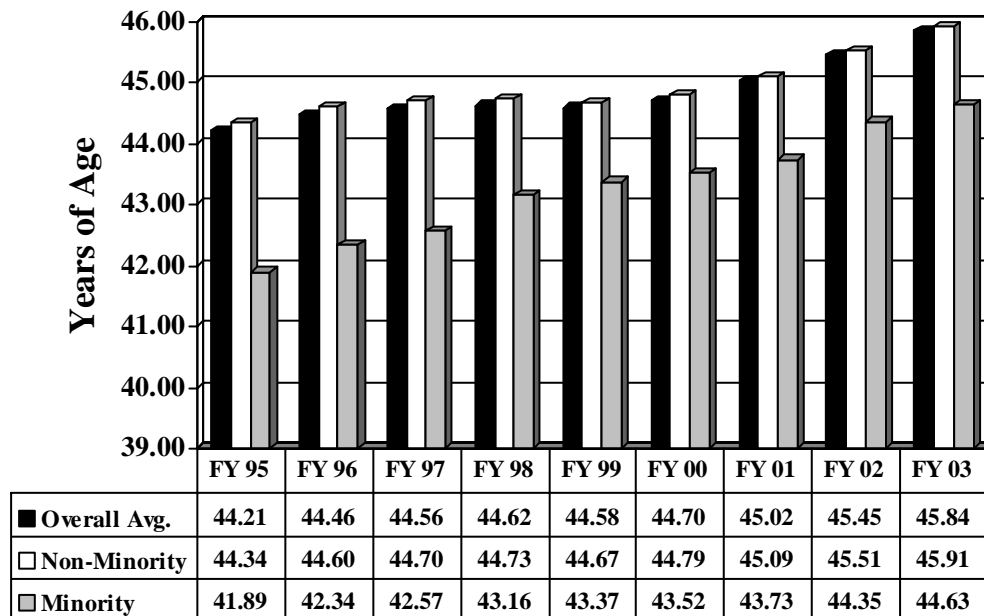
*-Does not include Fair Authority, Community-Based Corrections, or Regents employees.*

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

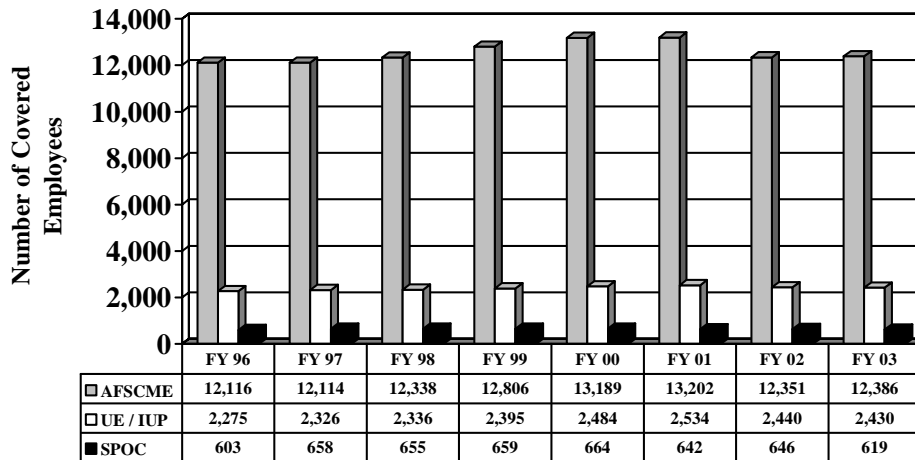


Employees covered by the SPOC bargaining agreement were, on average, 38.56 years old and had been employed in the Executive Branch for 13.50 years.

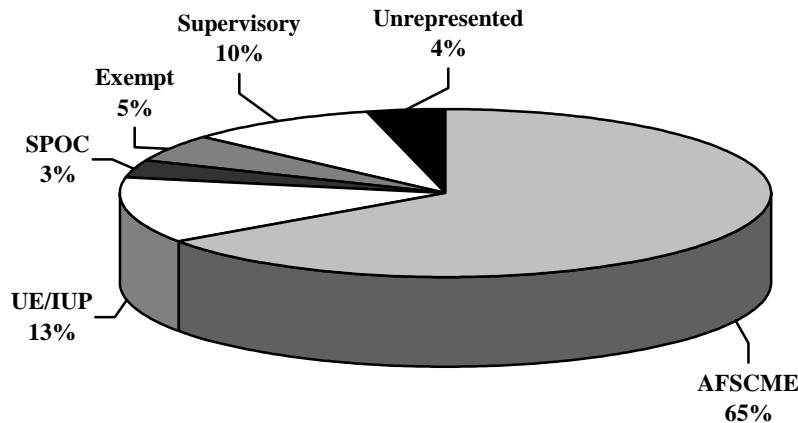
Employees covered by the UE/IUP bargaining agreement were, on average, 44.57 years old and had been employed in the Executive Branch for 12.99 years.

The average age of supervisors was 49.28 years old and had been employed in the Executive Branch for 19.08 years.

## Bargaining Unit Coverage



## Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2003



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, HRE - AS/400 Query: PPeterson.

## Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2003

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
AFSCME	231	2,868	1,213	2,100
IUP	0	1,702	727	0
SPOC	0	0	0	619
EXEMPT	167	504	73	0
SUPERVISORY	652	628	90	238
UNREPRESENTED	1	698	13	0
<b>TOTALS</b>	<b>1,051</b>	<b>6,400</b>	<b>2,116</b>	<b>2,957</b>

Bargaining Coverage	Category 5 Paraprofessional	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	1,647	1,993	1,569	765
IUP	1	0	0	0
SPOC	0	0	0	0
EXEMPT	94	174	0	10
SUPERVISORY	77	4	96	23
UNREPRESENTED	0	0	0	0
<b>TOTALS</b>	<b>1,819</b>	<b>2,171</b>	<b>1,665</b>	<b>798</b>

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, HRE - AS/400 Query: PPeterson.

## Collective Bargaining Coverage by Gender

	FY 96		FY 97		FY 98		FY 99	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,024	6,092	6,002	6,112	6,038	6,300	6,213	6,593
IUP	1,510	765	1,543	783	1,545	791	1,612	783
SPOC	42	561	45	613	42	613	43	616
EXEMPT	674	385	675	377	686	375	721	371
SUPERVISORY	683	1,293	668	1,217	699	1,222	735	1,239
UNREPRESENTED	187	430	183	422	208	439	241	450
SUBTOTALS	9,120	9,526	9,116	9,524	9,218	9,740	9,565	10,052
GRAND TOTALS	18,646		18,640		18,958		19,617	

	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	

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

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



## Collective Bargaining Coverage by Minority Status

	FY 96			FY 97			FY 98			FY 99		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
AFSCME	11,395	686	35	11,558	701	55	11,566	680	92	11,998	669	317
IUP	2,137	129	9	1,979	137	10	2,194	128	14	2,255	128	62
SPOC	587	15	1	641	16	1	637	17	1	640	18	6
EXEMPT	1,004	44	11	1,000	41	11	1,000	43	18	1,031	42	22
SUPERVISORY	1,926	50	0	1,839	45	1	1,873	43	5	1,914	48	18
UNREPRESENTED	553	61	3	537	59	9	571	63	13	600	65	9
<b>SUBTOTALS</b>	<b>17,602</b>	<b>985</b>	<b>59</b>	<b>17,554</b>	<b>999</b>	<b>87</b>	<b>17,841</b>	<b>974</b>	<b>143</b>	<b>18,438</b>	<b>970</b>	<b>434</b>
<b>GRAND TOTALS</b>	<b>18,646</b>			<b>18,640</b>			<b>18,958</b>			<b>19,617</b>		

	FY 00			FY 01			FY 02			FY 03		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	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
<b>SUBTOTALS</b>	<b>18,999</b>	<b>1,014</b>	<b>233</b>	<b>19,115</b>	<b>1,022</b>	<b>222</b>	<b>17,782</b>	<b>957</b>	<b>214</b>	<b>17,791</b>	<b>978</b>	<b>208</b>
<b>GRAND TOTALS</b>	<b>20,246</b>			<b>20,359</b>			<b>18,953</b>			<b>18,977</b>		

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

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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.

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

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

## Average Annual Base Salary by Collective Bargaining Coverage

	FY 96		FY 97		FY 98		FY 99	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,116	\$28,651	12,114	\$29,645	12,338	\$30,622	12,806	\$31,532
IUP	2,275	\$32,270	2,326	\$32,927	2,336	\$34,211	2,395	\$35,533
SPOC	603	\$35,160	658	\$36,876	655	\$38,168	659	\$39,280
EXEMPT	1,059	\$39,369	1,052	\$41,036	1,061	\$42,660	1,092	\$44,095
SUPERVISORY	1,976	\$48,088	1,885	\$49,979	1,921	\$51,865	1,974	\$53,382
UNREPRESENTED	617	\$46,315	605	\$47,274	647	\$48,849	691	\$50,459
<b>GRAND TOTALS</b>	<b>18,646</b>	<b>\$32,582</b>	<b>18,640</b>	<b>\$33,596</b>	<b>18,958</b>	<b>\$34,773</b>	<b>19,617</b>	<b>\$35,846</b>

	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
<b>GRAND TOTALS</b>	<b>20,246</b>	<b>\$36,972</b>	<b>20,359</b>	<b>\$39,091</b>	<b>18,953</b>	<b>\$41,164</b>	<b>18,977</b>	<b>\$43,476</b>

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

## Separations by Collective Bargaining Coverage

Bargaining Coverage	FY96			FY97			FY98			FY99		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	234	204	355	314	227	364	276	220	446	244	221	472
IUP	16	21	75	39	28	84	31	18	110	29	20	96
SPOC	3	2	7	10	2	9	18	1	10	18	0	4
EXEMPT	10	4	50	15	7	62	18	9	78	19	9	94
SUPERVISORY	41	16	31	86	19	28	69	8	28	82	9	60
UNREPRESENTED	10	6	26	23	3	24	15	3	20	12	1	21
<b>TOTALS</b>	<b>314</b>	<b>253</b>	<b>544</b>	<b>487</b>	<b>286</b>	<b>571</b>	<b>427</b>	<b>259</b>	<b>692</b>	<b>404</b>	<b>280</b>	<b>747</b>

Bargaining Coverage	FY00			FY01			FY02			FY03		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	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
<b>TOTALS</b>	<b>383</b>	<b>308</b>	<b>721</b>	<b>402</b>	<b>276</b>	<b>797</b>	<b>272</b>	<b>443</b>	<b>799</b>	<b>202</b>	<b>316</b>	<b>531</b>

Retires - Retirements  
 Terms - Involuntary Separations  
 Quits - Voluntary Separations

NOTE: Does not include the 144 employees who chose the optional early out option in FY '03.

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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## Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2003

State Government	Number of Staff	Avg. LOS	Avg Age
<b>AFSCME</b>			
Clerical	1,803	12.99	48.04
Technical	3,533	14.13	44.32
Blue Collar	2,228	13.11	47.30
Fiscal & Staff	1,895	14.64	47.01
Fiscal & Staff (Field Status)	326	14.89	49.95
Security	2,087	9.95	42.22
Patient Care	514	10.50	45.16
<b>Totals</b>	<b>12,386</b>	<b>13.02</b>	<b>45.92</b>
<b>UE/IUP</b>			
Social Services	1,352	11.79	43.40
Science	426	13.24	45.10
Social Services-IMW	652	15.33	46.65
<b>Totals</b>	<b>2,430</b>	<b>12.99</b>	<b>44.57</b>
<b>SPOC</b>			
Public Safety	619	13.50	38.56
<b>NONCONTRACT</b>			
Exempt	1,022	12.81	45.29
Supervisory	1,808	19.08	49.28
Unrepresented	712	11.54	47.09
<b>Totals</b>	<b>3,542</b>	<b>15.76</b>	<b>47.69</b>
<b>GRAND TOTAL</b>	<b>18,977</b>	<b>13.54</b>	<b>45.84</b>

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

# Executive Branch Departments

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**Agriculture -**

Agriculture & Land Stewardship (009)  
Soil Conservation (013)  
Agricultural Development (014)

**Auditor** (126)  
**Blind** (131)  
**Civil Rights** (167)  
**College Aid** (284)

**Commerce -**

Administration (211)  
Alcoholic Beverages (212)  
Banking (213)  
Credit Union (214)  
Insurance (216)  
Professional Licensing (217)  
Utilities (219)  
Consumer Advocate (114)

**Corrections -**

Central Office (238)  
Training Academy (239)  
Fort Madison (242)  
Anamosa (243)  
Oakdale (244)  
Newton (245)  
Mount Pleasant (246)  
Rockwell City (247)  
Clarinda (248)  
Mitchellville (249)  
Prison Industries (250)  
Farm (251)  
Fort Dodge (252)

**Cultural Affairs** (259)

**Economic Development -**

Economic Development (269)  
Finance Authority (270)

**Education -**

Education (282)  
Vocational Rehabilitation (283)

**Elder Affairs** (297)

**Ethics & Campaign Disclosure** (167)

**General Services -**

Central Office (337)  
Vehicle Dispatcher (338)  
Centralized Printing (339)

<b>Governor's Office -</b>	Governor's Office (350) Office of Drug Control Policy (642)
<b>Human Rights (379)</b>	
<b>Human Services -</b>	Central Office (401) Community Services (402) Iowa Juvenile Home (404) -Toledo State Training School (405) -Eldora Mental Health Services (406) – Oakdale Mental Health Institution (407) –Cherokee Mental Health Institution (408) -Clarinda Mental Health Institution (409) -Independence Mental Health Institution (410) -Mt. Pleasant Resource Center (411) -Glenwood Resource Center (412) -Woodward Central Office (413)
<b>Information Technology (333)</b>	
<b>Inspections &amp; Appeals -</b>	Central Office (427) Appellate Defender (428) Racing and Gaming (429)
<b>Iowa Communications Network (336)</b>	
<b>Iowa Public Television (285)</b>	
<b>Justice -</b>	Attorney General's Office (112) Highway Safety (113)
<b>Law Enforcement Academy (467)</b>	
<b>Management -</b>	Management (532) State & Federal Relations (640)
<b>Natural Resources (542)</b>	
<b>Parole (547)</b>	
<b>Personnel -</b>	Personnel (552) IPERS (553)
<b>Public Defense -</b>	Public Defense (582) Emergency Management (583)
<b>Public Employment Relations (572)</b>	
<b>Public Health (588)</b>	
<b>Public Safety (595)</b>	
<b>Revenue &amp; Finance -</b>	Revenue & Finance (625) Lottery (627)
<b>Secretary of State (635)</b>	
<b>Transportation (645)</b>	

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.