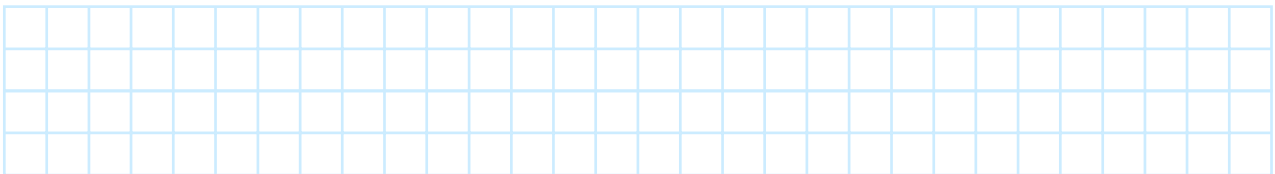

Just the Facts

For 2005

IOWA EXECUTIVE BRANCH WORKFORCE ALMANAC



State of Iowa
November 2005

Table of Contents

Executive Summary _____	1
Employees _____	5
Executive Branch Full-Time Employees _____	6
Executive Branch Full-Time Employees by Fiscal Year _____	7
Executive Branch Full-Time Employee Percentages by Department, Fiscal Year 2005 _____	8
Executive Branch Full-Time Employees by Work County _____	9
Executive Branch Full-Time Employees by Work County map, Fiscal Year 2005 _____	11
Executive Branch Full-Time Employees by EEO-4 Category, Fiscal Year 2005 _____	12
Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2005 _____	13
Executive Branch Part-Time Employees by Department _____	14
Executive Branch Temporary Employees by Department _____	15
Salaries _____	16
Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2005 _____	17
Executive Branch Full-Time Average Base Salary by Department _____	18
Executive Branch Full-Time Average Base Salary _____	19
Overtime/Compensatory Time by Department, Fiscal Year 2005 _____	20
Salary Increases of Executive Branch Employees _____	21
Equal Employment Opportunity _____	22
Executive Branch Workforce in Comparison to Iowa’s Labor Force _____	24
Executive Branch Full-Time Employees by Gender by Department _____	25
Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2005 _____	27
Executive Branch Full-Time Minority Employees by Department _____	29
Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2005 _____	31
Employees with Disabilities in Executive Branch Workforce Compared to Iowa's Labor Force _____	33
Executive Branch Full-Time Employees with Disabilities _____	33
Leave _____	34
Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2005 _____	35

Executive Branch Full-Time Employee Sick Leave, Expenditures & Usage, Fiscal Year 2005	36
Executive Branch Full-Time Employee Other Types Leave, Expenditures & Usage, Fiscal Year 2005	37
Benefits	38
State Funded Insurance Premiums, Calendar Year 2005	39
Health Plan Provider Premium Comparisons	40
AFSCME Health Insurance Premium Shares Wellmark Blue Cross/Blue Shield Program 3 Plus	40
Health Plan Enrollments as of 01/01/05	41
Health Plan Enrollments as of 01/01/05	42
Dental Insurance Contributions	43
Workers' Compensation Claims	44
Workers' Compensation Claims Paid Compared to Average Cost per Claim	44
Lost Work Days Due to Injury	45
Workers' Compensation Comparisons by Government Branch	45
Unemployment Expenditures	46
Unemployment Claims by Department Fiscal Year 2005	47
Employee Assistance Program Data by Fiscal Year	48
Employee Assistance Program Use by Fiscal Year	49
Deferred Compensation Enrollments, Fiscal Year 2005	50
Deferred Compensation Program, Total Amount Deferred	51
Employee Mobility	52
Top 25 Most Populous Job Classes, Fiscal Year 2005	53
Top 25 Classes by New Full-Time Hires, Fiscal Year 2005	54
Total New Full-Time Hires by Fiscal Year by Department	55
Total New Full-Time Hires by Fiscal Year	57
New Full-Time Hire Percentages by Department, Fiscal Year 2005	58
Executive Branch Full-Time Employee New Hire Rate and Separation Rate	59
Separation Type	59
Top 25 Executive Branch Separations by Class, Fiscal Year 2005	60
Executive Branch Separations by Department	61
Executive Branch Hire & Separation Rates by Department	63
Voluntary Executive Branch Separations by Length of Service	64
Voluntary Executive Branch Separations by Age Group	64

Separation Payouts by Department, Fiscal Year 2005 _____	65
Age and Years of Service _____	66
Average Length of Service by Gender _____	67
Average Length of Service by Minority Status _____	67
Average Length of Service & Age by Department, Fiscal Year 2005 _____	68
Age Groups by Department, Fiscal Year 2005 _____	69
Executive Branch Full-Time Employee Age Groups, Fiscal Year 2001 through 2005 _____	70
Supervisors by Age Groups, Fiscal Year 1998 through 2005 _____	71
Supervisors by Age Groups, Fiscal Year 2005 _____	71
Average Age by Gender _____	72
Average Age by Minority Status _____	72
Collective Bargaining _____	73
Bargaining Unit Coverage _____	74
Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2005 _____	74
Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2005 _____	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 2005 _____	80
Executive Branch Departments _____	81

**Questions?: Contact Pete Peterson, Iowa Department of Administrative Services,
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Executive Summary

There are 19,202 full-time employees who 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 2005” 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, data cover a number of years and are presented to give the reader a sense of trends.

While the Department of Administrative Services, Human Resource Enterprise (DAS/HRE) wants to present data in its purest 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 third largest employer in Iowa when the Regents are not included.

Over half of the full-time workforce is in the departments of Human Services (27%), Transportation (16%), and Corrections (15%). Over one-third of the Executive Branch workforce is in Polk County and over one-third of the full-time workforce is classified as Professional.

The number of full-time employees* has increased a total of 1.3% from fiscal year 1998 to the end of FY 2005. Over the past 2 years the number of employees has increased just less than 1.2%.

* 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 36.6% since FY 1998, an average of about 5.2% a year. The average annual base salary of state employees in FY 2005 was \$47,506 or \$22.84 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. According to the U.S.

Census Bureau, average earnings in 2005 for individuals who hold a Bachelor's degree was \$51,206 annually, while individuals with an advanced degree earned \$74,602 a year.

Since the first "Just the Facts" in FY 2000, Reassignment, Recruitment, Retention and Performance bonuses have been drastically reduced. From FY 2000 to FY 2005, the total for these bonus pay expenditures have been reduced by 38.4% across all Executive Branch Departments.

Overtime has also been reduced. Executive Branch employees earned 67,970.5 days of overtime in Fiscal Year 2005, valued at \$15,426,049. Of the 67,970.5 days of overtime worked, 83.0% of these days were worked in three departments, Human Services, Transportation, and Corrections. From FY 2000 to FY 2005, overtime has been reduced by 56.9% across all Executive Branch Departments. In FY 2000, the average amount of overtime worked for employees in Human Services, Transportation, and Corrections, when aggregated, was 8.66 days per state employee. In FY 2005, the number of days per employee has dropped to 5.03 days.

Chapter 3: Equal Employment

The State of Iowa is committed to equal opportunity in employment and ensuring that employment practices are nondiscriminatory. The state workforce continues to represent females and minorities in most EEO categories at rates greater than the relevant labor market. The State's workforce overall has not completely kept pace with the increasing diversity in Iowa, based on the 2000 labor force reported in the U.S. Census. Females represent 49.9% of the State's workforce compared to 47.4% in the statewide labor force. Minorities make up 5.0% of the State's workforce while their representation in the statewide labor force is now 6.0%. The representation of persons with disabilities in the State's workforce is 6.9% and is less than the 11.8% in the statewide labor force rate. Over a 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 and methods of retention in order to remain competitive in the recruitment marketplace. Eighty-five percent of the net growth of the nation's labor force during the 1990s came from people of color, immigrants, and women. The U.S. Census Bureau projects that racial/ethnic minorities will make up 8.8% of Iowa's population by 2025.

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

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

Chapter 4: Leave

Employees earned 439,458.9 days of vacation with a value of \$75,988,466.25 and took 410,542.9 days of vacation valued at \$70,749,013.91. This is approximately 21.38* vacation days taken per full-time employee.

Employees used 171,872.6 days of regular sick leave, valued at \$28,999,968.62, during FY 2005. This is about 8.81 days per full-time and part-time employee. This was less than half of

the total 363,124.6 days of total sick leave earned, valued at \$60,448,876.65.

Chapter 5: Benefits

Health care costs and utilization continue to rise nationwide, and employees continue to ask for more flexibility in the benefits they receive. Just over 34% 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 63% since FY 1996. The employer premium share of family coverage for this plan has more than tripled during the same period.

Chapter 6: Employee Mobility

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

The Executive Branch new hire rate has decreased from 8.6% in FY 1998 to 6.5% in FY 2005. The Executive Branch turnover rate has decreased from 7.3% in FY 1998 to 5.5% in FY 2005. By comparison, according to data attained from the U.S. Department of Labor, turnover rates for the U.S., from September 2003 to August 2004 stand at 20.2%. In contrast to this number, state and local government turnover for the same period of time is 7.0%.

A five-year average shows that over 51% 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 26% 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 by almost 26%, while the number of employees in the 25-29 age group has decreased by almost 18%. At the end of FY 2005, the average age of the 19,202 full-time permanent employees working in the Executive Branch was 46.49 years and the average time worked for the State was 14.04 years. These figures are generally comparable when broken down by gender and racial/ethnic minority status. Again, findings support the need for departments to strategically plan for the future. Just slightly more than 59% of the workforce generally, and almost 75% of supervisors, are over 45 years of age.

Chapter 8: Collective Bargaining

The majority (65.4%) of the 19,202 full-time permanent Executive Branch employees are in positions covered by the American Federation of State, County, and Municipal Employees (AFSCME), Iowa Council 61. Employees covered by the AFSCME collective bargaining agreement earn an average annual salary of \$42,730 (up 39.5% from FY 1998). Employees covered by the State Police Officers Council (SPOC) collective bargaining agreement earn an average annual salary of \$50,331 (up 31.9% from FY 1998). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP) collective bargaining agreement earn an average annual salary of \$44,591 (up 30.3% from FY 1998).

Employees covered by the AFSCME collective bargaining agreement are, on average, 46.72 years old and have been employed in the Executive Branch for 13.66 years. Employees

covered by the SPOC collective bargaining agreement are, on average, 38.43 years old and have been employed in the Executive Branch for 13.17 years. Employees covered by the UE/IUP collective bargaining agreement are, on average, 44.74 years old and have been employed in the Executive Branch for 13.16 years.

Conclusion

DAS/HRE publishes “Just the Facts 2005,” an almanac on the Executive Branch workforce, for two primary reasons. First, to assist state decision makers in preparing for the future. Thorough strategic planning is requisite to state government’s future ability to provide quality products and services. Second, the almanac is intended to function as an historical source of workforce data that can be used for comparative purposes as the workforce continues to change.

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

Employees

In this section, the reader will find employment statistics for the Executive Branch workforce, excluding the Fair Authority, Community-Based Corrections (CBC) and the Regents. Tables and graphs show the number of full-time, part-time, and temporary employees along with other overall pictures of the Executive Branch. The following are points of summary for this section:

- At the end of Fiscal Year 2005, there were 19,202 full-time employees, 312 part-time employees, and 1,089 temporary employees working in the Executive Branch.
- With a net increase of 4 full-time employees from last year’s headcount of 19,198, the number of full-time employees represents only a 1.3% increase from Fiscal Year 1998.
- Fifty-eight percent of all Executive Branch employees work for one of three departments: Human Services (27%), Transportation (16%), and Corrections (15%).
- Thirty-four percent of all full-time Executive Branch employees are assigned to EEO-4 Category 2 (Professionals)*.
- Just over one-third of all Executive Branch employees worked in Polk County at the end of Fiscal Year 2005.

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

Executive Branch Full-Time Employees

DEPARTMENT	FY 98	FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	366	366
AGRICULTURE	425	424	440	432	381	385	381	380
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	***	51
AUDITOR	120	125	128	117	101	103	100	112
BANKING	***	***	***	***	***	***	***	62
BLIND	91	90	99	100	95	100	102	99
CIVIL RIGHTS	28	35	32	36	35	28	27	23
COLLEGE AID	32	35	35	35	36	37	36	41
COMMERCE	315	319	316	314	293	287	308	****
CORRECTIONS	2,605	2,815	3,069	3,074	2,863	2,977	2,939	2,871
CREDIT UNION	***	***	***	***	***	***	***	16
CULTURAL AFFAIRS	83	88	85	83	70	63	65	64
ECONOMIC DEVELOPMENT***	137	143	185	190	201	207	216	131
EDUCATION	590	600	591	613	612	599	609	592
ELDER AFFAIRS	25	27	26	31	29	29	24	28
ETHICS/CAMPAIGN DISCLOSURE	8	8	8	8	5	6	6	6
FINANCE AUTHORITY	***	***	***	***	***	***	***	86
GENERAL SERVICES	202	212	212	206	174	162	**	**
GOVERNOR'S OFFICE	36	41	47	47	44	39	40	40
HUMAN RIGHTS	43	47	48	52	51	51	54	57
HUMAN SERVICES	5,172	5,320	5,428	5,477	5,136	5,038	5,146	5,237
INFORMATION TECHNOLOGY	137	137	144	136	113	116	**	**
INSPECTIONS AND APPEALS	437	449	468	481	456	459	474	488
INSURANCE	***	***	***	***	***	***	***	84
IOWA COMMUNICATIONS NTRK	70	88	93	99	97	95	96	90
IOWA PUBLIC TELEVISION	129	139	135	129	123	112	116	110
IPERS	***	***	***	***	***	***	86	83
JUSTICE	197	204	208	218	210	202	207	203
LAW ENFORCEMENT ACADEMY	26	31	29	31	30	27	27	27
LOTTERY	***	***	***	***	***	***	108	108
MANAGEMENT	31	27	31	30	27	27	28	27
NATURAL RESOURCES	797	803	836	864	853	880	898	912
PAROLE	11	10	12	12	11	10	11	10
PERSONNEL	144	144	159	159	148	151	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	10
PUBLIC DEFENSE	223	265	276	294	306	327	366	373
PUBLIC EMPLOYMENT RELATIONS	12	12	12	12	9	10	10	10
PUBLIC HEALTH	309	329	346	373	372	397	388	394
PUBLIC SAFETY	891	916	943	946	898	861	838	847
REVENUE ***	572	567	566	560	491	473	359	369
SECRETARY OF STATE	40	38	40	41	30	34	35	39
TRANSPORTATION	3,426	3,562	3,569	3,533	3,139	3,163	3,156	3,112
TREASURER	20	20	21	21	24	21	24	22
UTILITIES	***	***	***	***	***	***	***	90
VETERAN'S AFFAIRS	710	697	762	754	733	736	769	779
WORKFORCE DEVELOPMENT	864	850	847	851	757	765	783	753
GRAND TOTALS	18,958	19,617	20,246	20,359	18,953	18,977	19,198	19,202

* Department not in existence at the time.

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

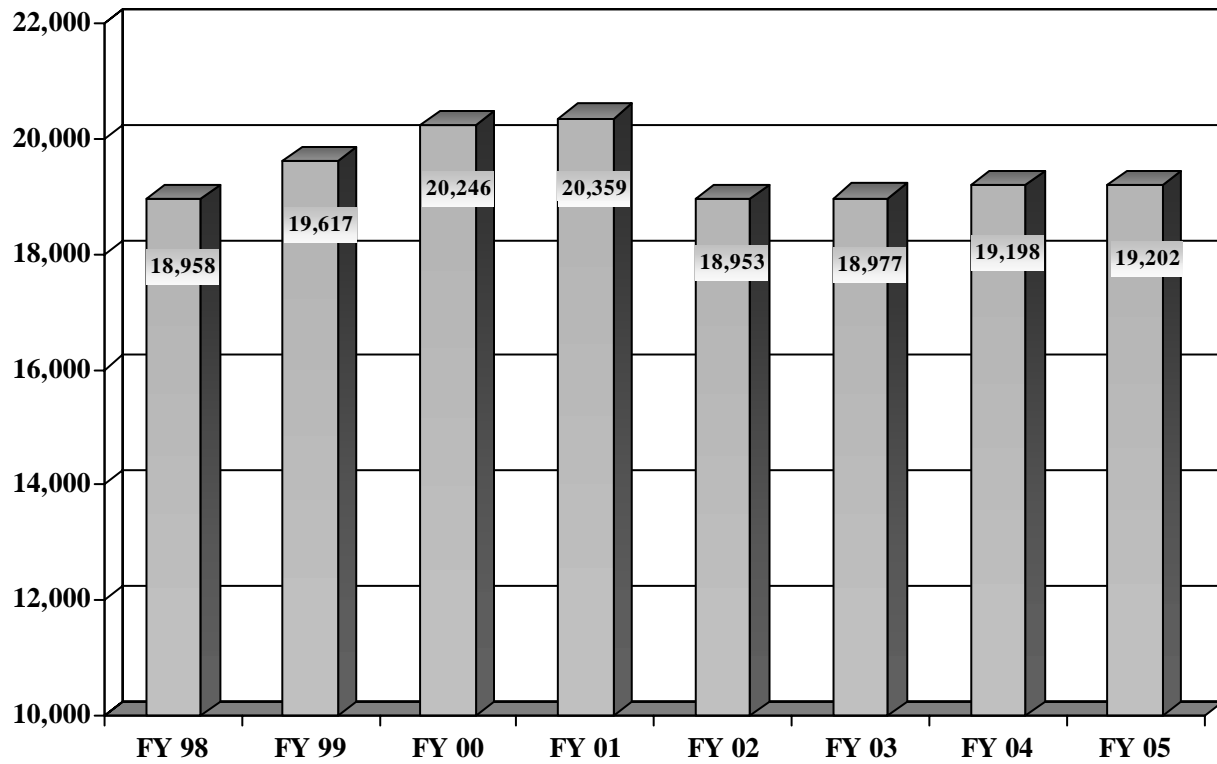
*** Formerly part of other department and now are their own department.

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

-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.

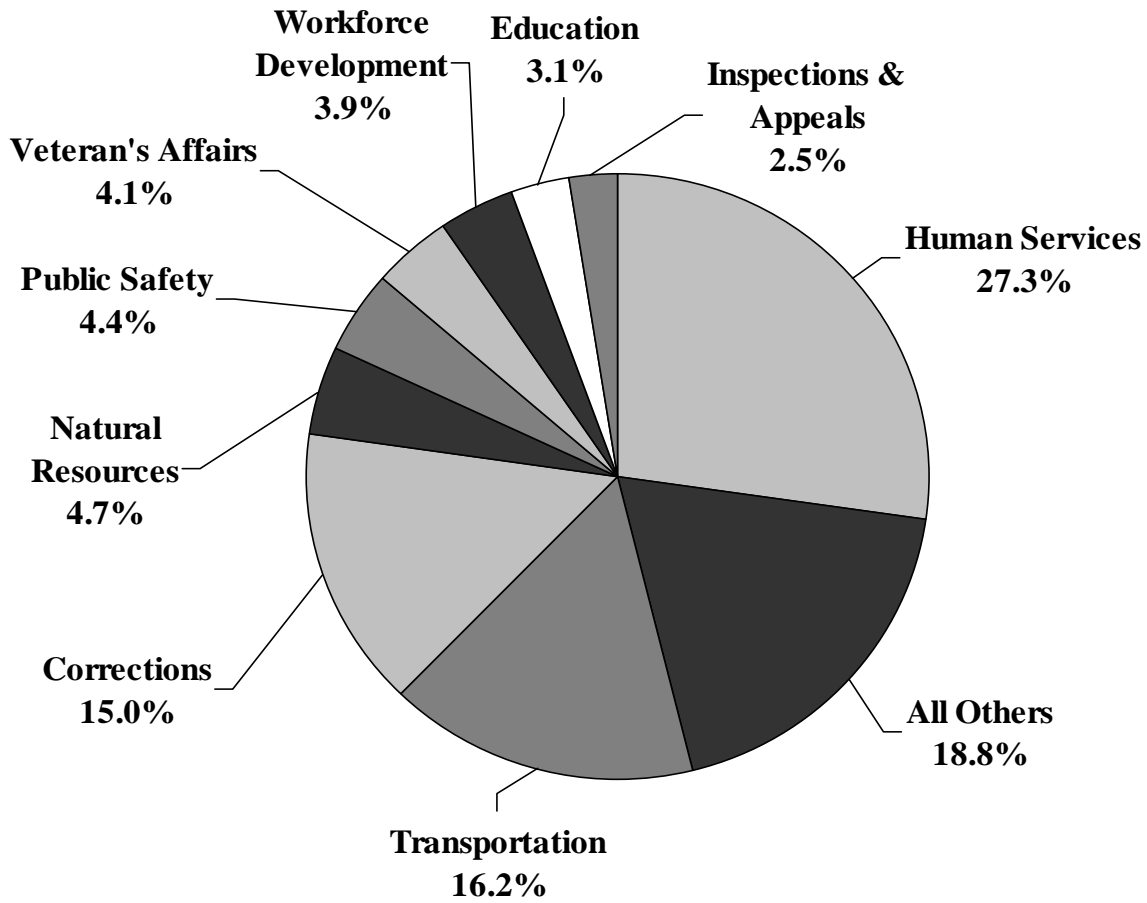
Executive Branch Full-Time Employees by Fiscal Year



-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 2005



-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	FY98	FY99	FY00	FY01	FY02	FY03	FY04	FY05
	14	10	13	15	9	7	98*	6
ADAIR	13	12	28	28	33	29	30	31
ADAMS	9	10	11	10	9	9	9	9
ALLAMAKEE	29	32	34	37	32	27	35	31
APPANOOSE	47	45	46	45	39	39	41	40
AUDUBON	9	8	8	7	3	3	3	6
BENTON	37	37	37	32	37	39	41	40
BLACK HAWK	392	396	393	434	407	381	377	378
BOONE	664	691	701	702	687	699	692	697
BREMER	25	28	27	27	29	28	27	30
BUCHANAN	366	389	397	393	366	334	321	322
BUENA VISTA	54	54	55	55	51	52	48	47
BUTLER	28	27	28	28	24	27	28	27
CALHOUN	120	126	133	132	118	116	116	112
CARROLL	92	93	91	90	84	99	69	70
CASS	116	112	108	106	100	99	98	87
CEDAR	28	28	26	30	21	22	21	18
CERRO GORDO	210	207	218	226	209	214	223	222
CHEROKEE	280	278	285	286	273	275	305	309
CHICKASAW	38	38	42	43	34	35	35	33
CLARKE	92	124	126	107	95	95	52	51
CLAY	73	71	70	70	78	86	94	96
CLAYTON	38	35	37	31	30	25	25	28
CLINTON	84	79	82	86	81	78	83	82
CRAWFORD	65	63	62	59	45	43	46	49
DALLAS	47	48	47	48	50	51	51	50
DAVIS	17	17	17	18	18	15	15	14
DECATUR	28	29	27	29	26	29	30	28
DELAWARE	80	81	81	84	74	78	76	76
DES MOINES CTY	109	109	102	107	97	101	99	102
DICKINSON	32	34	33	40	43	44	45	43
DUBUQUE	162	164	162	165	166	168	171	177
EMMET	23	22	22	23	20	20	17	18
FAYETTE	58	56	55	55	57	58	66	65
FLOYD	31	35	34	35	29	36	38	35
FRANKLIN	26	23	24	24	22	17	18	17
FREMONT	23	22	23	24	18	18	18	18
GREENE	32	31	30	28	27	23	22	22
GRUNDY	8	9	11	12	11	10	12	12
GUTHRIE	40	42	29	30	23	18	18	19
HAMILTON	45	45	39	43	32	30	32	33
HANCOCK	29	25	27	25	22	23	23	23
HARDIN	220	223	243	241	233	216	215	213
HARRISON	37	37	38	34	30	32	32	32
HENRY	437	484	518	518	487	478	482	465
HOWARD	11	11	11	10	2	1	1	2
HUMBOLDT	14	14	13	12	7	5	5	6
IDA	11	11	12	10	8	9	8	9
IOWA	31	33	30	29	27	24	24	24
JACKSON	48	48	48	50	49	45	45	44

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

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

* County codes were incorrect for FY04.

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

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

COUNTY NAME	FY98	FY99	FY00	FY01	FY02	FY03	FY04	FY05
JASPER	414	422	435	427	391	408	389	379
JEFFERSON	76	72	77	78	76	82	81	81
JOHNSON	508	523	523	524	490	497	494	485
JONES	419	446	445	437	410	418	415	400
KEOKUK	20	17	18	19	20	19	18	17
KOSSUTH	28	29	29	30	29	29	30	27
LEE	559	554	570	587	557	640	639	624
LINN	499	489	493	494	423	426	398	408
LOUISA	19	15	18	20	16	10	11	11
LUCAS	59	56	58	64	52	53	55	55
LYON	15	17	18	18	16	14	15	15
MADISON	14	13	14	13	8	8	8	9
MAHASKA	43	39	36	39	35	37	37	40
MARION	39	41	40	38	39	40	40	40
MARSHALL	800	786	850	837	812	823	857	872
MILLS	839	859	875	857	850	855	865	889
MITCHELL	10	10	8	8	8	9	9	9
MONONA	28	28	27	28	26	20	20	22
MONROE	20	20	20	20	14	15	11	12
MONTGOMERY	40	41	40	41	36	25	25	24
MUSCATINE	63	72	75	72	70	79	84	80
O'BRIEN	28	30	28	27	25	26	26	25
OSCEOLA	11	12	12	9	3	3	3	3
PAGE	422	439	442	444	408	405	402	435
PALO ALTO	16	17	17	19	13	13	13	13
PLYMOUTH	31	32	31	33	31	36	37	33
POCAHONTAS	16	16	16	16	14	11	11	10
POLK	6,217	6,445	6,724	6,833	6,338	6,285	6,393	6,488
POTTAWATTAMIE	285	291	282	295	284	293	309	327
POWESHIEK	39	37	34	31	29	28	29	28
RINGGOLD	16	18	17	17	16	12	14	13
SAC	24	24	24	23	23	20	20	20
SCOTT	306	312	312	326	313	311	319	322
SHELBY	19	20	21	22	13	8	8	8
SIOUX	22	23	25	25	25	24	25	26
STORY	1,223	1,308	1,300	1,256	1,126	1,126	1,130	1,108
TAMA	142	158	163	155	148	135	136	133
TAYLOR	15	15	16	15	15	10	10	9
UNION	66	71	67	65	59	66	64	63
VAN BUREN	19	20	18	16	11	10	9	10
WAPELLO	139	143	147	157	143	145	144	148
WARREN	42	44	42	43	37	36	34	37
WASHINGTON	52	56	55	56	53	55	57	58
WAYNE	12	8	9	9	7	4	5	5
WEBSTER	299	393	525	525	496	504	512	495
WINNEBAGO	20	21	18	18	12	14	13	13
WINNESHIEK	58	61	63	61	59	58	60	60
WOODBURY	355	375	401	403	370	389	402	410
WORTH	13	15	14	15	13	12	13	13
WRIGHT	17	18	20	21	19	21	19	22
TOTALS	18,958	19,617	20,246	20,359	18,953	18,977	19,198	19,202

-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 2005



-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 2005

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
ADMINISTRATIVE SERVICES	44	171	23	0	7	31	27	63
AGRICULTURE	27	96	129	0	10	117	0	0
ALCOHOLIC BEVERAGES	6	10	3	0	5	9	0	18
AUDITOR	10	96	1	0	0	4	0	0
BANKING	7	52	1	0	0	2	0	0
BLIND	6	52	5	0	10	16	10	0
CIVIL RIGHTS	3	16	0	0	0	4	0	0
COLLEGE AID	7	9	2	0	14	9	0	0
COMMERCE	***	***	***	***	***	***	***	***
CORRECTIONS	88	475	36	1,731	35	172	185	149
CREDIT UNION	3	12	0	0	0	1	0	0
CULTURAL AFFAIRS	8	37	3	0	6	6	0	4
ECONOMIC DEVELOPMENT**	23	81	5	0	6	13	0	3
EDUCATION	31	329	92	0	15	117	5	3
ELDER AFFAIRS	9	11	3	0	2	3	0	0
ETHICS/CAMPAIGN DISCLOSURE	1	3	0	0	0	2	0	0
FINANCE AUTHORITY**	24	36	1	0	19	6	0	0
GENERAL SERVICES	*	*	*	*	*	*	*	*
GOVERNOR'S OFFICE	16	4	1	0	12	2	0	3
HUMAN RIGHTS	11	37	2	0	3	4	0	0
HUMAN SERVICES	154	1,809	894	210	1,246	618	118	188
INFORMATION TECHNOLOGY	*	*	*	*	*	*	*	*
INSPECTIONS AND APPEALS	33	357	4	0	17	77	0	0
INSURANCE	20	45	0	0	8	11	0	0
IOWA COMMUNICATIONS NTKW	22	47	11	0	6	4	0	0
IOWA PUBLIC TELEVISION	16	44	35	0	6	9	0	0
IPERS**	10	52	10	0	4	7	0	0
JUSTICE	15	150	0	0	9	28	0	0
LAW ENFORCEMENT ACADEMY	2	15	0	1	0	7	2	0
LOTTERY**	13	66	9	0	0	18	0	2
MANAGEMENT	8	16	0	0	1	2	0	0
NATURAL RESOURCES	85	457	11	116	26	47	2	168
PAROLE	3	4	0	0	1	2	0	0
PERSONNEL	*	*	*	*	*	*	*	*
PROFESSIONAL LICENSING	5	1	1	0	1	2	0	0
PUBLIC DEFENSE	37	82	18	121	13	11	57	34
PUBLIC EMPLOYMENT RELATIONS	3	4	0	0	0	3	0	0
PUBLIC HEALTH	67	226	7	0	33	61	0	0
PUBLIC SAFETY	28	91	29	572	12	114	1	0
REVENUE**	43	233	5	0	7	81	0	0
SECRETARY OF STATE	9	10	0	0	6	13	0	0
TRANSPORTATION	133	607	631	120	31	338	1,215	37
TREASURER	4	12	2	0	1	2	0	0
UTILITIES	17	52	6	0	4	11	0	0
VETERAN'S AFFAIRS	23	189	84	5	284	65	24	105
WORKFORCE DEVELOPMENT	45	531	69	0	16	90	0	2
GRAND TOTALS	1,119	6,627	2,133	2,876	1,876	2,139	1,646	779

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

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

*** Commerce is now reported individually by division.

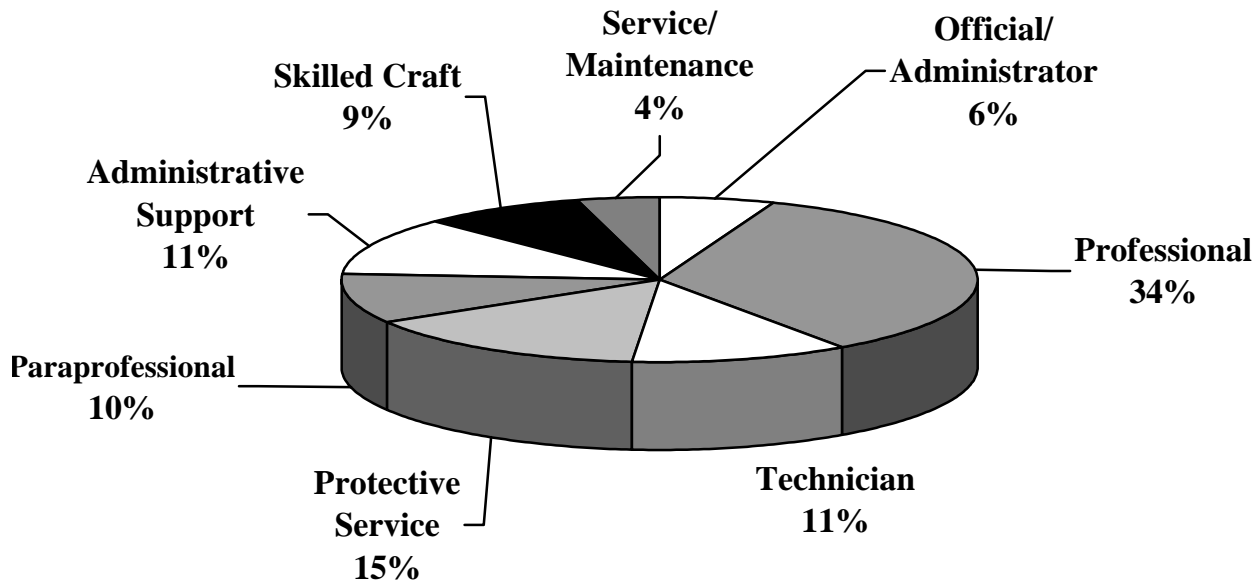
NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories (please refer to page 22-23 for definitions of these categories).

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

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

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

Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2005



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	FY98	FY99	FY00	FY01	FY02	FY03	FY04	FY05
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	2	8
AGRICULTURE	0	0	6	0	0	1	2	1
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	***	0
AUDITOR	2	1	1	1	1	1	1	1
BANKING	***	***	***	***	***	***	***	1
BLIND	0	1	1	0	0	0	1	0
CIVIL RIGHTS	0	1	1	1	1	1	1	0
COLLEGE AID	0	0	0	0	0	0	0	0
COMMERCE	8	9	9	6	6	6	6	****
CORRECTIONS	6	8	8	11	11	12	15	14
CREDIT UNION	***	***	***	***	***	***	***	0
CULTURAL AFFAIRS	2	1	3	3	3	3	4	2
ECONOMIC DEVELOPMENT***	2	2	1	1	1	1	1	1
EDUCATION	0	0	0	4	4	13	35	36
ELDER AFFAIRS	0	0	0	0	1	1	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	1	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	***	***	0
GENERAL SERVICES	4	4	4	3	2	1	**	**
GOVERNOR'S OFFICE	0	0	0	0	0	0	0	0
HUMAN RIGHTS	0	0	0	0	0	0	1	0
HUMAN SERVICES	58	55	56	55	40	43	48	40
INFORMATION TECHNOLOGY	0	0	0	0	0	0	**	**
INSPECTIONS AND APPEALS	22	21	21	20	20	31	31	30
INSURANCE	***	***	***	***	***	***	***	3
IOWA COMMUNICATIONS NTRK	1	1	0	0	0	0	0	0
IOWA PUBLIC TELEVISION	0	0	0	2	1	0	2	4
IPERS	***	***	***	***	***	***	2	2
JUSTICE	2	2	0	5	4	4	4	5
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	0	0	0
LOTTERY	***	***	***	***	***	***	2	1
MANAGEMENT	0	0	0	0	0	0	0	0
NATURAL RESOURCES	22	21	22	4	3	4	5	5
PAROLE	6	5	5	4	4	4	3	4
PERSONNEL	1	1	1	1	2	2	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	0
PUBLIC DEFENSE	1	2	2	3	1	0	0	0
PUBLIC EMPLOYMENT RELATIONS	1	0	0	0	0	0	0	0
PUBLIC HEALTH	0	0	0	0	0	0	2	4
PUBLIC SAFETY	2	2	2	3	3	1	1	1
REVENUE ***	4	2	2	4	3	3	1	1
SECRETARY OF STATE	0	2	2	1	0	0	0	0
TRANSPORTATION	47	46	41	39	26	21	22	18
TREASURER	1	1	1	1	1	1	1	1
UTILITIES	***	***	***	***	***	***	***	4
VETERAN'S AFFAIRS	56	62	109	109	112	111	115	117
WORKFORCE DEVELOPMENT	13	10	8	7	7	8	8	7
GRAND TOTALS	261	260	306	288	258	273	317	312

* Department not in existence at the time.

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

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

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

-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	FY98	FY99	FY00	FY01	FY02	FY03	FY04	FY05
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	4	2
AGRICULTURE	30	25	34	16	16	46	74	37
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	***	1
AUDITOR	0	0	0	3	0	0	0	0
BANKING	***	***	***	***	***	***	***	0
BLIND	0	1	3	3	4	5	9	8
CIVIL RIGHTS	0	0	0	0	0	0	0	0
COLLEGE AID	0	0	0	0	0	0	0	1
COMMERCE	0	4	6	2	3	3	2	****
CORRECTIONS	6	28	30	36	25	46	53	68
CREDIT UNION	***	***	***	***	***	***	***	0
CULTURAL AFFAIRS	6	9	8	13	5	10	18	18
ECONOMIC DEVELOPMENT***	13	14	14	13	7	9	10	8
EDUCATION	7	9	6	7	5	7	12	12
ELDER AFFAIRS	0	0	0	0	0	0	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	***	***	0
GENERAL SERVICES	1	2	0	0	1	0	**	**
GOVERNOR'S OFFICE	2	0	4	2	3	1	0	2
HUMAN RIGHTS	0	1	0	3	3	1	0	0
HUMAN SERVICES	65	109	88	76	61	82	102	104
INFORMATION TECHNOLOGY	0	2	3	0	2	1	**	**
INSPECTIONS AND APPEALS	22	29	29	27	33	43	27	32
INSURANCE	***	***	***	***	***	***	***	8
IOWA COMMUNICATIONS NTRWK	0	2	1	0	3	0	0	1
IOWA PUBLIC TELEVISION	4	48	36	32	28	26	35	23
IPERS	***	***	***	***	***	***	0	1
JUSTICE	6	10	6	6	3	4	4	6
LAW ENFORCEMENT ACADEMY	3	3	5	4	4	4	4	4
LOTTERY	***	***	***	***	***	***	5	6
MANAGEMENT	1	2	4	2	1	0	0	0
NATURAL RESOURCES	441	489	444	511	336	364	313	338
PAROLE	0	2	4	2	4	3	3	4
PERSONNEL	1	7	8	0	3	4	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	0
PUBLIC DEFENSE	52	53	33	44	45	19	29	26
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	6	13	33	46	41	46	33	45
PUBLIC SAFETY	34	44	54	46	3	5	23	26
REVENUE ***	170	140	119	94	70	73	51	50
SECRETARY OF STATE	2	2	4	6	1	2	1	2
TRANSPORTATION	568	581	537	188	134	149	89	80
TREASURER	3	5	2	2	3	2	2	3
UTILITIES	***	***	***	***	***	***	***	0
VETERAN'S AFFAIRS	29	33	54	52	65	83	83	111
WORKFORCE DEVELOPMENT	26	23	24	61	96	74	44	61
GRAND TOTALS	1,498	1,690	1,593	1,297	1,008	1,112	1,031	1,089

* Department not in existence at the time.

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

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

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

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

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

Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2005

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
ADMINISTRATIVE SERVICES	1	\$2,601.60	1	\$1,015.20	1	\$1,830.40	7	\$17,298.32
AGRICULTURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ALCOHOLIC BEVERAGES**	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,207.52
AUDITOR	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BANKING**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BLIND	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CIVIL RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
COLLEGE AID	0	\$0.00	1	\$8,000.00	2	\$43,990.00	1	\$15,000.00
COMMERCE	**	**	**	**	**	**	**	**
CORRECTIONS	0	\$0.00	1	\$13,896.96	4	\$32,212.58	4	\$24,766.72
CREDIT UNION**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CULTURAL AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ECONOMIC DEVELOPMENT	0	\$0.00	0	\$0.00	1	\$57,115.38	1	\$6,500.00
EDUCATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ELDER AFFAIRS	0	\$0.00	1	\$2,400.00	0	\$0.00	0	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
FINANCE AUTHORITY**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GENERAL SERVICES	*	*	*	*	*	*	*	*
GOVERNOR'S OFFICE	0	\$0.00	0	\$0.00	0	\$0.00	2	\$13,000.00
HUMAN RIGHTS	0	\$0.00	0	\$0.00	1	\$249.99	0	\$0.00
HUMAN SERVICES	0	\$0.00	0	\$0.00	3	\$50,529.44	1	\$5,803.20
INFORMATION TECHNOLOGY	*	*	*	*	*	*	*	*
INSPECTIONS AND APPEALS	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,940.00
INSURANCE**	0	\$0.00	0	\$0.00	0	\$0.00	1	\$2,500.00
IOWA COMMUNICATIONS NTWK	0	\$0.00	0	\$0.00	1	\$1,411.88	0	\$0.00
IOWA PUBLIC TELEVISION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IPERS**	0	\$0.00	0	\$0.00	0	\$0.00	1	\$1,000.00
JUSTICE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LAW ENFORCEMENT ACADEMY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LOTTERY**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
MANAGEMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
NATURAL RESOURCES	2	\$3,393.60	1	\$6,270.40	0	\$0.00	0	\$0.00
PAROLE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PERSONNEL	*	*	*	*	*	*	*	*
PROFESSIONAL LICENSING**	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC DEFENSE	0	\$0.00	0	\$0.00	3	\$18,871.42	45	\$74,865.00
PUBLIC EMPLOYMENT RELATIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC HEALTH	0	\$0.00	2	\$8,100.00	1	\$4,510.00	0	\$0.00
PUBLIC SAFETY	0	\$0.00	0	\$0.00	0	\$0.00	1	\$4,081.61
REVENUE**	0	\$0.00	0	\$0.00	1	\$805.60	0	\$0.00
SECRETARY OF STATE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TRANSPORTATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TREASURER	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
UTILITIES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
VETERANS AFFAIRS	0	\$0.00	0	\$0.00	7	\$75,750.98	1	\$1,601.60
WORKFORCE DEVELOPMENT	0	\$0.00	0	\$0.00	2	\$2,467.95	1	\$5,000.00
GRAND TOTALS	3	\$5,995.20	7	\$39,682.56	27	\$289,745.62	68	\$175,563.97

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

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

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

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

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

Executive Branch Full-Time Average Base Salary by Department

DEPARTMENT	FY98	FY99	FY00	FY01	FY02	FY03	FY04	FY05
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	\$53,023	\$56,017
AGRICULTURE	\$32,823	\$34,102	\$34,815	\$36,720	\$38,572	\$40,716	\$42,939	\$44,696
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	***	\$42,632
AUDITOR	\$39,210	\$40,254	\$40,999	\$45,819	\$49,830	\$51,673	\$54,007	\$52,465
BANKING	***	***	***	***	***	***	***	\$68,909
BLIND	\$34,178	\$35,919	\$36,474	\$37,363	\$39,527	\$41,684	\$43,837	\$46,280
CIVIL RIGHTS	\$38,495	\$38,615	\$40,515	\$42,129	\$44,148	\$47,370	\$49,470	\$50,587
COLLEGE AID	\$34,387	\$34,458	\$35,527	\$36,947	\$39,899	\$42,351	\$44,545	\$45,186
COMMERCE	\$47,387	\$48,189	\$49,800	\$52,011	\$56,153	\$59,580	\$59,858	****
CORRECTIONS	\$33,007	\$34,149	\$35,001	\$36,950	\$38,942	\$40,924	\$43,303	\$45,659
CREDIT UNION	***	***	***	***	***	***	***	\$56,890
CULTURAL AFFAIRS	\$35,913	\$37,008	\$37,866	\$39,833	\$42,400	\$45,486	\$46,868	\$49,731
ECONOMIC DEVELOPMENT***	\$44,208	\$45,504	\$45,211	\$47,442	\$48,704	\$50,814	\$54,050	\$56,775
EDUCATION	\$37,342	\$38,906	\$40,417	\$41,992	\$44,317	\$47,738	\$50,424	\$52,745
ELDER AFFAIRS	\$39,502	\$39,691	\$41,301	\$43,579	\$47,779	\$48,882	\$51,894	\$53,089
ETHICS/CAMPAIGN DISCLOSURE	\$39,515	\$40,550	\$42,522	\$44,803	\$43,697	\$46,011	\$48,105	\$51,467
FINANCE AUTHORITY	***	***	***	***	***	***	***	\$56,169
GENERAL SERVICES	\$29,915	\$31,353	\$32,663	\$34,941	\$36,665	\$36,705	**	**
GOVERNOR'S OFFICE	\$46,955	\$46,474	\$47,247	\$50,237	\$50,623	\$52,486	\$53,482	\$55,474
HUMAN RIGHTS	\$38,726	\$39,724	\$41,599	\$44,003	\$45,990	\$48,389	\$49,457	\$51,894
HUMAN SERVICES	\$31,922	\$32,914	\$33,937	\$35,688	\$36,953	\$38,826	\$40,309	\$41,945
INFORMATION TECHNOLOGY	\$42,644	\$44,848	\$47,566	\$58,099	\$62,378	\$66,257	**	**
INSPECTIONS AND APPEALS	\$43,232	\$44,807	\$46,045	\$48,262	\$50,389	\$53,133	\$55,713	\$58,199
INSURANCE	***	***	***	***	***	***	***	\$55,910
IOWA COMMUNICATIONS NTRWK	\$42,718	\$44,153	\$45,325	\$49,800	\$51,772	\$55,501	\$59,516	\$61,334
IOWA PUBLIC TELEVISION	\$38,506	\$38,964	\$41,288	\$43,559	\$44,838	\$49,079	\$51,143	\$53,764
IPERS	*	*	*	*	*	*	\$54,162	\$56,884
JUSTICE	\$56,159	\$57,580	\$59,221	\$61,897	\$64,017	\$66,106	\$67,995	\$68,314
LAW ENFORCEMENT ACADEMY	\$38,577	\$38,956	\$40,904	\$42,734	\$45,156	\$46,914	\$48,992	\$50,409
LOTTERY	*	*	*	*	*	*	\$48,642	\$52,600
MANAGEMENT	\$56,538	\$58,687	\$60,898	\$67,000	\$68,478	\$72,316	\$74,864	\$77,391
NATURAL RESOURCES	\$38,917	\$40,148	\$41,552	\$43,448	\$45,544	\$48,060	\$49,471	\$51,984
PAROLE	\$45,192	\$46,869	\$46,946	\$49,683	\$49,090	\$52,995	\$52,680	\$55,016
PERSONNEL	\$40,701	\$42,246	\$43,167	\$46,574	\$48,836	\$52,267	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	\$52,171
PUBLIC DEFENSE	\$31,381	\$32,124	\$33,697	\$35,694	\$38,179	\$40,791	\$42,553	\$44,803
PUBLIC EMPLOYMENT RELATIONS	\$51,901	\$54,001	\$55,718	\$57,390	\$58,613	\$63,006	\$65,136	\$67,626
PUBLIC HEALTH	\$40,357	\$41,980	\$43,634	\$45,971	\$48,240	\$50,239	\$52,713	\$55,278
PUBLIC SAFETY	\$39,196	\$40,349	\$41,558	\$43,383	\$46,054	\$49,062	\$51,146	\$52,834
REVENUE ***	\$36,306	\$37,580	\$39,008	\$41,950	\$44,403	\$48,111	\$49,193	\$50,759
SECRETARY OF STATE	\$38,131	\$39,139	\$40,032	\$43,359	\$44,257	\$45,409	\$49,546	\$51,943
TRANSPORTATION	\$32,666	\$33,449	\$34,855	\$37,022	\$40,099	\$42,591	\$45,021	\$47,277
TREASURER	\$42,789	\$43,432	\$43,732	\$47,435	\$47,043	\$49,349	\$49,340	\$49,951
UTILITIES	***	***	***	***	***	***	***	\$74,358
VETERAN'S AFFAIRS	\$31,718	\$33,004	\$33,039	\$34,844	\$36,472	\$38,329	\$39,821	\$41,602
WORKFORCE DEVELOPMENT	\$35,901	\$37,337	\$38,063	\$40,336	\$41,398	\$44,091	\$46,482	\$48,821
GRAND TOTALS	\$34,773	\$35,846	\$36,972	\$39,091	\$41,164	\$43,476	\$45,482	\$47,506

* Department not in existence at the time.

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

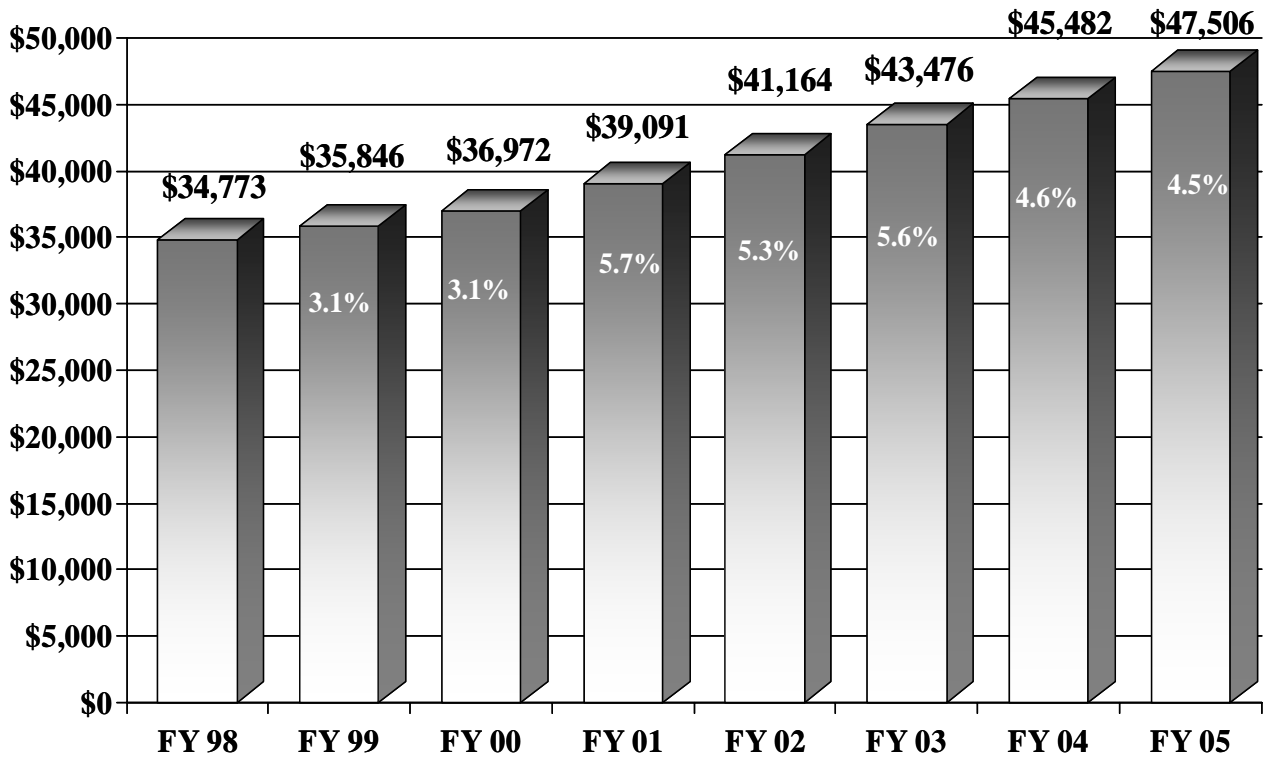
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**** Commerce is now reported individually by division.

-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 2005

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
ADMINISTRATIVE SERVICES	\$305,012.80	1,314.5	\$215,672.17	1,151.6	\$136,536.49	710.9
AGRICULTURE	\$13,638.17	62.5	\$19,887.30	140.7	\$19,914.84	134.8
ALCOHOLIC BEVERAGES**	\$174,774.10	1,061.1	\$24,063.66	183.1	\$10,090.56	59.6
AUDITOR	\$3,981.60	29.0	\$0.00	0.0	\$0.00	0.0
BANKING**	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
BLIND	\$19,291.30	94.8	\$5,770.34	46.5	\$4,297.79	34.5
CIVIL RIGHTS	\$0.00	0.0	\$838.50	3.8	\$0.00	0.0
COLLEGE AID	\$3,319.21	17.7	\$1,185.14	7.1	\$1,448.22	8.2
COMMERCE	**	**	**	**	**	**
CORRECTIONS	\$2,719,902.94	11,179.6	\$3,055,277.50	19,124.0	\$677,464.29	4,101.6
CREDIT UNION**	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
CULTURAL AFFAIRS	\$28,268.29	136.8	\$47,016.67	270.8	\$36,732.60	203.8
ECONOMIC DEVELOPMENT	\$9,545.19	43.5	\$4,614.52	35.8	\$2,569.10	15.8
EDUCATION	\$52,276.52	229.0	\$24,416.56	145.2	\$22,592.87	131.0
ELDER AFFAIRS	\$6,404.69	27.5	\$8,582.22	48.7	\$4,397.20	26.3
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$443.39	2.5	\$280.17	1.6
FINANCE AUTHORITY**	\$83,045.60	402.6	\$42,273.67	195.7	\$36,686.27	164.8
GENERAL SERVICES	*	*	*	*	*	*
GOVERNOR'S OFFICE	\$82.28	0.5	\$0.00	0.0	\$0.00	0.0
HUMAN RIGHTS	\$11,835.52	69.7	\$11,428.30	74.3	\$9,199.86	59.9
HUMAN SERVICES	\$5,096,493.38	23,800.5	\$3,637,182.37	25,878.2	\$1,472,712.05	10,029.7
INFORMATION TECHNOLOGY	*	*	*	*	*	*
INSPECTIONS AND APPEALS	\$7,306.45	35.4	\$31,352.57	146.7	\$22,042.93	110.0
INSURANCE**	\$1,069.08	6.9	\$22,216.97	103.3	\$17,388.01	80.2
IOWA COMMUNICATIONS NTKW	\$33,530.35	117.5	\$19,867.67	95.1	\$20,420.14	93.3
IOWA PUBLIC TELEVISION	\$117,985.11	452.4	\$65,469.03	391.0	\$48,964.05	289.4
IPERS**	\$47,617.08	175.4	\$9,944.93	49.4	\$4,476.33	22.0
JUSTICE	\$60.84	0.3	\$25,202.82	162.2	\$23,974.42	152.6
LAW ENFORCEMENT ACADEMY	\$6,987.95	33.2	\$7,187.51	51.6	\$6,306.73	46.4
LOTTERY**	\$38,346.78	186.0	\$36,795.81	221.0	\$17,943.97	101.7
MANAGEMENT	\$0.00	0.0	\$1,093.07	7.5	\$1,029.06	7.0
NATURAL RESOURCES	\$69,872.11	314.9	\$1,000,560.16	5,580.9	\$854,676.49	4,753.1
PAROLE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PERSONNEL	*	*	*	*	*	*
PROFESSIONAL LICENSING**	\$43.00	0.3	\$3,151.71	27.4	\$2,482.89	21.9
PUBLIC DEFENSE	\$157,633.11	725.9	\$319,166.40	2,103.4	\$212,695.79	1,400.1
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$134,177.64	555.1	\$102,208.19	513.4	\$94,196.23	470.6
PUBLIC SAFETY	\$308,552.10	1,273.5	\$2,387,370.49	12,318.1	\$968,362.09	5,121.8
REVENUE**	\$24,835.06	97.9	\$53,155.85	240.6	\$53,245.01	251.1
SECRETARY OF STATE	\$26,741.78	122.3	\$4,643.19	26.2	\$4,538.11	25.3
TRANSPORTATION	\$5,017,158.36	21,404.5	\$2,755,155.19	26,711.6	\$1,781,354.35	16,454.9
TREASURER	\$5,981.25	44.6	\$6,633.86	41.2	\$7,062.33	44.5
UTILITIES**	\$2,783.33	12.0	\$16,923.38	66.9	\$16,452.79	66.5
VETERANS AFFAIRS	\$709,782.57	3,214.8	\$782,912.03	5,487.0	\$274,768.06	1,614.1
WORKFORCE DEVELOPMENT	\$187,713.89	728.3	\$85,632.73	481.4	\$64,675.72	369.8
GRAND TOTALS	\$15,426,049.43	67,970.5	\$14,835,295.87	102,133.9	\$6,931,977.81	47,178.8

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

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

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

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

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

Source: Iowa Department of Administrative Services, Human Resource Enterprise, JGroff.

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

EEO-5 Paraprofessional - Occupations in which workers perform some of the duties of a professional or technicians in a supportive role, which usually require less formal training and/or experience normally required for professional or technical status.

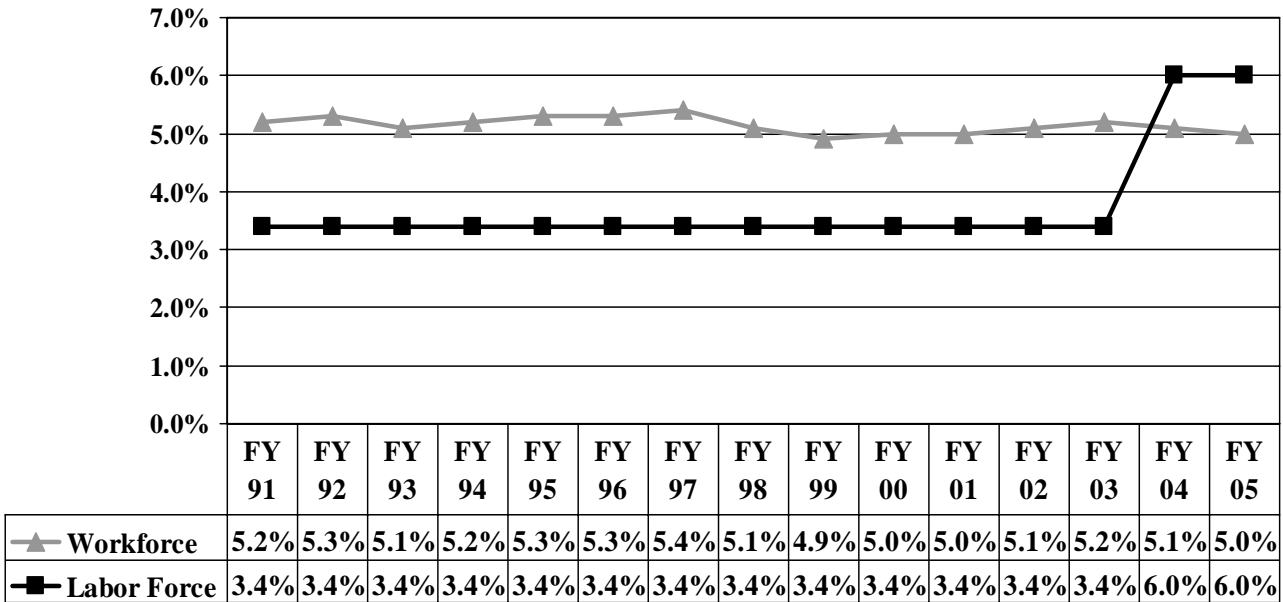
EEO-6 Administrative Support - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

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

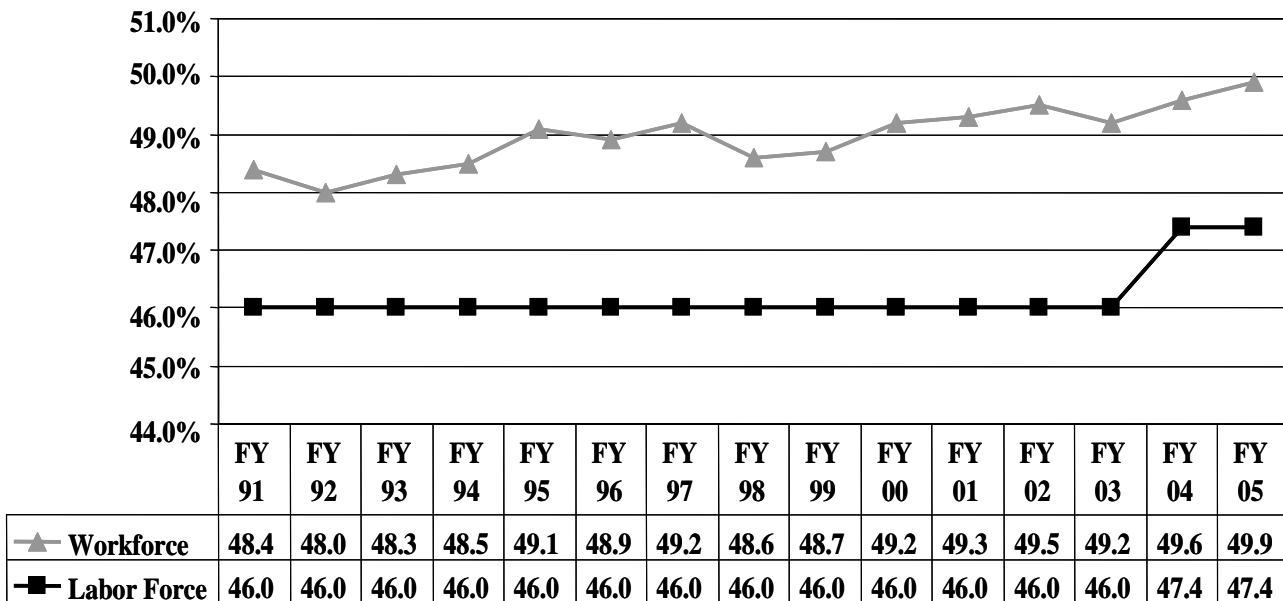
EEO-8 Service Maintenance - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

Executive Branch Workforce in Comparison to Iowa's Labor Force

RACIAL/ETHNIC MINORITIES



FEMALES



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

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

Executive Branch Full-Time Employees by Gender by Department

DEPARTMENT	FY98 Male	FY98 Female	FY99 Male	FY99 Female	FY00 Male	FY00 Female	FY01 Male	FY01 Female
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*
AGRICULTURE	228	197	223	201	233	207	230	202
ALCOHOLIC BEVERAGES	**	**	**	**	**	**	**	**
AUDITOR	50	70	49	76	47	81	52	65
BANKING	**	**	**	**	**	**	**	**
BLIND	35	56	34	56	39	60	39	61
CIVIL RIGHTS	14	14	16	19	14	18	15	21
COLLEGE AID	12	20	12	23	10	25	12	23
COMMERCE	167	148	169	150	170	146	166	148
CORRECTIONS	1,865	740	1,977	838	2,133	936	2,130	944
CREDIT UNION	**	**	**	**	**	**	**	**
CULTURAL AFFAIRS	36	47	40	48	40	45	36	47
ECONOMIC DEVELOPMENT***	58	79	57	86	71	114	74	116
EDUCATION	206	384	210	390	195	396	193	420
ELDER AFFAIRS	4	21	3	24	3	23	6	25
ETHICS/CAMPAIGN DISCLOSURE	1	7	1	7	1	7	1	7
FINANCE AUTHORITY	**	**	**	**	**	**	**	**
GENERAL SERVICES	130	72	133	79	130	82	134	72
GOVERNOR'S OFFICE	10	26	15	26	18	29	18	29
HUMAN RIGHTS	17	26	17	30	17	31	20	32
HUMAN SERVICES	1,423	3,749	1,455	3,865	1,475	3,953	1,473	4,004
INFORMATION TECHNOLOGY	73	64	75	62	81	63	78	58
INSPECTIONS AND APPEALS	174	263	175	274	178	290	181	300
INSURANCE	**	**	**	**	**	**	**	**
IOWA COMMUNICATIONS NTRWK	39	31	48	40	49	44	56	43
IOWA PUBLIC TELEVISION	77	52	82	57	80	55	80	49
IPERS	**	**	**	**	**	**	**	**
JUSTICE	80	117	83	121	87	121	91	127
LAW ENFORCEMENT ACADEMY	17	9	18	13	17	12	18	13
LOTTERY	**	**	**	**	**	**	**	**
MANAGEMENT	18	13	15	12	18	13	17	13
NATURAL RESOURCES	625	172	620	183	635	201	662	202
PAROLE	5	6	4	6	5	7	5	7
PERSONNEL	50	94	51	93	61	98	58	101
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**
PUBLIC DEFENSE	175	48	202	63	209	67	224	70
PUBLIC EMPLOYMENT RELATIONS	5	7	5	7	6	6	6	6
PUBLIC HEALTH	92	217	99	230	102	244	113	260
PUBLIC SAFETY	699	192	712	204	733	210	741	205
REVENUE**	273	299	268	299	270	296	265	295
SECRETARY OF STATE	10	30	10	28	11	29	12	29
TRANSPORTATION	2,607	819	2,707	855	2,676	893	2,655	878
TREASURER	9	11	8	12	7	14	6	15
UTILITIES	**	**	**	**	**	**	**	**
VETERAN'S AFFAIRS	111	599	117	580	127	635	129	625
WORKFORCE DEVELOPMENT	345	519	342	508	330	517	322	529
GRAND TOTAL	9,740	9,218	10,052	9,565	10,278	9,968	10,318	10,041

* Department not in existence at the time.

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

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

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

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

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

DEPARTMENT	FY02 Male	FY02 Female	FY03 Male	FY03 Female	FY04 Male	FY04 Female	FY05 Male	FY05 Female
ADMINISTRATIVE SERVICES	*	*	*	*	216	150	211	155
AGRICULTURE	196	185	197	188	196	185	197	183
ALCOHOLIC BEVERAGES	**	**	**	**	**	**	31	20
AUDITOR	44	57	49	54	44	56	52	60
BANKING	**	**	**	**	**	**	42	20
BLIND	37	58	40	60	41	61	39	60
CIVIL RIGHTS	15	20	11	17	11	16	9	14
COLLEGE AID	13	23	13	24	13	23	13	28
COMMERCE	155	138	133	130	166	142	****	****
CORRECTIONS	2,006	857	2,093	884	2,069	870	2,018	853
CREDIT UNION	**	**	**	**	**	**	8	8
CULTURAL AFFAIRS	33	37	29	34	28	37	27	37
ECONOMIC DEVELOPMENT***	70	131	76	131	82	134	51	80
EDUCATION	189	423	188	411	194	415	185	407
ELDER AFFAIRS	9	20	9	20	8	16	8	20
ETHICS/CAMPAIGN DISCLOSURE	1	4	1	5	1	5	1	5
FINANCE AUTHORITY	**	**	**	**	**	**	35	51
GENERAL SERVICES	114	60	105	57	***	***	***	***
GOVERNOR'S OFFICE	19	25	14	25	13	27	13	27
HUMAN RIGHTS	20	31	19	32	22	32	22	35
HUMAN SERVICES	1,412	3,724	1,384	3,654	1,394	3,752	1,410	3,827
INFORMATION TECHNOLOGY	66	47	69	47	***	***	***	***
INSPECTIONS AND APPEALS	173	283	169	290	178	296	189	299
INSURANCE	**	**	**	**	**	**	37	47
IOWA COMMUNICATIONS NTRWK	55	42	56	39	58	38	54	36
IOWA PUBLIC TELEVISION	73	50	66	46	69	47	67	43
IPERS	**	**	**	**	33	53	32	51
JUSTICE	85	125	98	128	85	122	88	115
LAW ENFORCEMENT ACADEMY	17	13	15	12	15	12	15	12
LOTTERY	**	**	**	**	66	42	66	42
MANAGEMENT	15	12	15	12	16	12	16	11
NATURAL RESOURCES	653	200	668	212	660	238	665	247
PAROLE	4	7	4	6	4	7	3	7
PERSONNEL	56	92	59	92	***	***	***	***
PROFESSIONAL LICENSING	**	**	**	**	**	**	3	7
PUBLIC DEFENSE	233	73	253	74	279	87	287	86
PUBLIC EMPLOYMENT RELATIONS	4	5	5	5	5	5	5	5
PUBLIC HEALTH	108	264	105	292	104	284	106	288
PUBLIC SAFETY	698	200	669	192	642	196	653	194
REVENUE**	231	260	225	248	155	204	157	212
SECRETARY OF STATE	7	23	7	27	8	27	10	29
TRANSPORTATION	2,346	793	2,379	784	2,374	782	2,339	773
TREASURER	7	17	5	16	7	17	4	18
UTILITIES	**	**	**	**	**	**	52	38
VETERAN'S AFFAIRS	130	603	131	605	141	628	145	634
WORKFORCE DEVELOPMENT	272	485	271	494	275	508	261	492
GRAND TOTAL	9,566	9,387	9,630	9,347	9,672	9,526	9,626	9,576

* Department not in existence at the time.

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

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

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

-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 2005

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
Males	632	3,003	856	2,459
% Chg from FY '04	0.6%	-0.2%	-2.4%	-0.4%
Females	487	3,624	1,277	417
% Chg from FY '04	4.1%	1.9%	0.9%	-3.5%
Totals	1,119	6,627	2,133	2,876
% Chg from FY '04	2.1%	0.9%	-0.5%	-0.9%

	Category 5 Paraprofessional	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Males	470	167	1,586	448
% Chg from FY '04	4.9%	0.0%	-1.1%	-3.2%
Females	1,406	1,972	60	331
% Chg from FY '04	1.2%	-2.3%	3.4%	-2.4%
Totals	1,876	2,139	1,646	779
% Chg from FY '04	2.1%	-2.1%	-1.0%	-2.9%

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

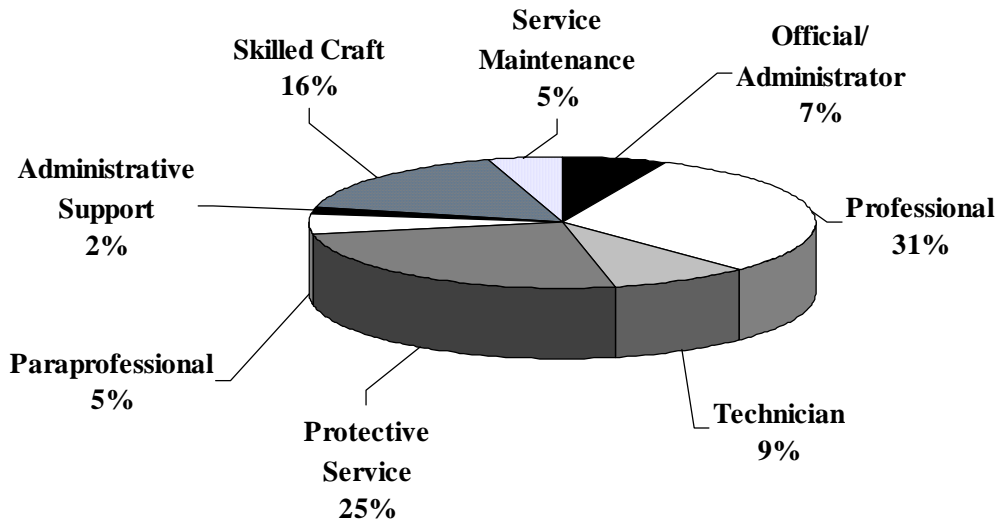
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

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

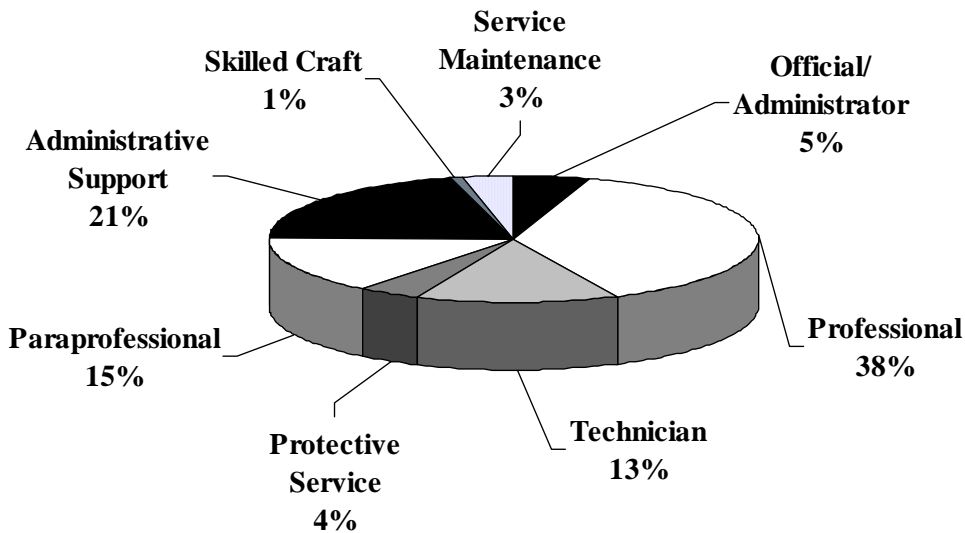
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2005

Males (Total = 9,621)



Females (Total = 9,574)



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

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

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

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

Executive Branch Full-Time Minority Employees by Department

Department	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	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
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	*	*	*
AGRICULTURE	425	10	2.35%	424	9	2.12%	440	8	1.82%	432	9	2.08%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	****	****	****	****	****	****
AUDITOR	120	1	0.83%	125	2	1.60%	128	0	0.00%	117	0	0.00%
BANKING	****	****	****	****	****	****	****	****	****	****	****	****
BLIND	91	5	5.49%	90	5	5.56%	99	5	5.05%	100	4	4.00%
CIVIL RIGHTS	28	10	35.71%	35	12	34.29%	32	14	43.75%	36	16	44.44%
COLLEGE AID	32	0	0.00%	35	1	2.86%	35	1	2.86%	35	2	5.71%
COMMERCE	315	17	5.40%	319	16	5.02%	316	14	4.43%	314	15	4.78%
CORRECTIONS	2,605	136	5.22%	2,815	138	4.90%	3,069	151	4.92%	3,074	147	4.78%
CREDIT UNION	****	****	****	****	****	****	****	****	****	****	****	****
CULTURAL AFFAIRS	83	3	3.61%	88	3	3.41%	85	3	3.53%	83	3	3.61%
ECONOMIC DEVELOPMENT	137	8	5.84%	143	8	5.59%	185	8	4.32%	190	11	5.79%
EDUCATION	590	34	5.76%	600	34	5.67%	591	40	6.77%	613	44	7.18%
ELDER AFFAIRS	25	3	12.00%	27	2	7.41%	26	2	7.69%	31	2	6.45%
ETHICS/CAMPAIGN DISCLOSURE	8	0	0.00%	8	0	0.00%	8	0	0.00%	8	0	0.00%
FINANCE AUTHORITY	**	**	**	**	**	**	**	**	**	**	**	**
GENERAL SERVICES	202	30	14.85%	212	30	14.15%	212	32	15.09%	206	33	16.02%
GOVERNOR'S OFFICE	36	1	2.78%	41	3	7.32%	47	6	12.77%	47	5	10.64%
HUMAN RIGHTS	43	4	9.30%	47	5	10.64%	48	5	10.42%	52	5	9.62%
HUMAN SERVICES	5,172	244	4.72%	5,320	238	4.47%	5,428	238	4.38%	5,477	236	4.31%
INFORMATION TECHNOLOGY	137	9	6.57%	137	8	5.84%	144	12	8.33%	136	10	7.35%
INSPECTIONS AND APPEALS	437	26	5.95%	449	24	5.35%	468	28	5.98%	481	25	5.20%
INSURANCE	****	****	****	****	****	****	****	****	****	****	****	****
IOWA COMMUNICATIONS NTRWK	70	2	2.86%	88	3	3.41%	93	5	5.38%	99	4	4.04%
IOWA PUBLIC TELEVISION	129	6	4.65%	139	4	2.88%	135	3	2.22%	129	3	2.33%
IPERS**	*	*	*	*	*	*	*	*	*	*	*	*
JUSTICE	197	5	2.54%	204	5	2.45%	208	4	1.92%	218	4	1.83%
LAW ENFORCEMENT ACADEMY	26	0	0.00%	31	0	0.00%	29	0	0.00%	31	0	0.00%
LOTTERY**	*	*	*	*	*	*	*	*	*	*	*	*
MANAGEMENT	31	2	6.45%	27	1	3.70%	31	1	3.23%	30	1	3.33%
NATURAL RESOURCES	797	42	5.27%	803	43	5.35%	836	42	5.02%	864	43	4.98%
PAROLE	11	0	0.00%	10	0	0.00%	12	2	16.67%	12	2	16.67%
PERSONNEL	144	13	9.03%	144	12	8.33%	159	11	6.92%	159	11	6.92%
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**	**	**	**	**
PUBLIC DEFENSE	223	9	4.04%	265	11	4.15%	276	10	3.62%	294	12	4.08%
PUBLIC EMPLOYMENT RELATIONS	12	0	0.00%	12	0	0.00%	12	0	0.00%	12	0	0.00%
PUBLIC HEALTH	309	17	5.50%	329	16	4.86%	346	16	4.62%	373	20	5.36%
PUBLIC SAFETY	891	25	2.81%	916	26	2.84%	943	30	3.18%	946	28	2.96%
REVENUE**	572	35	6.12%	567	36	6.35%	566	34	6.01%	560	36	6.43%
SECRETARY OF STATE	40	3	7.50%	38	3	7.89%	40	3	7.50%	41	4	9.76%
TRANSPORTATION	3,426	161	4.70%	3,562	157	4.41%	3,569	157	4.40%	3,533	153	4.33%
TREASURER	20	1	5.00%	20	0	0.00%	21	0	0.00%	21	0	0.00%
UTILITIES	****	****	****	****	****	****	****	****	****	****	****	****
VETERAN'S AFFAIRS	710	17	2.39%	697	19	2.73%	762	27	3.54%	754	26	3.45%
WORKFORCE DEVELOPMENT	864	95	11.00%	850	96	11.29%	847	102	12.04%	851	108	12.69%
GRAND TOTALS	18,958	974	5.14%	19,617	970	4.94%	20,246	1,014	5.01%	20,359	1,022	5.02%

* Department not in existence at the time.

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

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

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

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

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

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

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

Department	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	FY 04 Total Employees	FY 04 Total Minority Employees	FY 04 Minority Employee Percentage	FY 05 Total Employees	FY 05 Total Minority Employees	FY 05 Minority Employee Percentage
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	366	34	9.29%	366	34	9.29%
AGRICULTURE	381	5	1.31%	385	5	1.30%	381	5	1.31%	380	6	1.58%
ALCOHOLIC BEVERAGES	****	****	****	****	****	****	****	****	****	51	1	1.96%
AUDITOR	101	0	0.00%	103	0	0.00%	100	0	0.00%	112	0	0.00%
BANKING	****	****	****	****	****	****	****	****	****	62	1	1.61%
BLIND	95	4	4.21%	100	5	5.00%	102	5	4.90%	99	5	5.05%
CIVIL RIGHTS	35	16	45.71%	28	11	39.29%	27	10	37.04%	23	8	34.78%
COLLEGE AID	36	2	5.56%	37	2	5.41%	36	1	2.78%	41	1	2.44%
COMMERCE	293	13	4.44%	287	13	4.53%	308	13	4.22%	****	****	****
CORRECTIONS	2,863	138	4.82%	2,977	146	4.90%	2,939	146	4.97%	2,871	139	4.84%
CREDIT UNION	****	****	****	****	****	****	****	****	****	16	0	0.00%
CULTURAL AFFAIRS	70	3	4.29%	63	1	1.59%	65	1	1.54%	64	1	1.56%
ECONOMIC DEVELOPMENT	201	10	4.98%	207	11	5.31%	216	11	5.09%	131	9	6.87%
EDUCATION	612	41	6.70%	599	38	6.34%	609	38	6.24%	592	36	6.08%
ELDER AFFAIRS	29	1	3.45%	29	1	3.45%	24	1	4.17%	28	1	3.57%
ETHICS/CAMPAIGN DISCLOSURE	5	0	0.00%	6	0	0.00%	6	0	0.00%	6	0	0.00%
FINANCE AUTHORITY	**	**	**	**	**	**	**	**	**	86	3	3.49%
GENERAL SERVICES	174	25	14.37%	162	23	14.20%	***	***	***	***	***	***
GOVERNOR'S OFFICE	44	4	9.09%	39	4	10.26%	40	4	10.00%	40	2	5.00%
HUMAN RIGHTS	51	4	7.84%	51	4	7.84%	54	6	11.11%	57	5	8.77%
HUMAN SERVICES	5,136	227	4.42%	5,038	230	4.57%	5,146	233	4.53%	5,237	239	4.56%
INFORMATION TECHNOLOGY	113	5	4.42%	116	7	6.03%	***	***	***	***	***	***
INSPECTIONS AND APPEALS	456	24	5.26%	459	27	5.88%	474	23	4.85%	488	28	5.74%
INSURANCE	****	****	****	****	****	****	****	****	****	84	8	9.52%
IOWA COMMUNICATIONS NTRWK	97	6	6.19%	95	6	6.32%	96	6	6.25%	90	5	5.56%
IOWA PUBLIC TELEVISION	123	3	2.44%	112	2	1.79%	116	2	1.72%	110	2	1.82%
IPERS**	*	*	*	*	*	*	86	5	5.81%	83	6	7.23%
JUSTICE	210	3	1.43%	202	3	1.49%	207	4	1.93%	203	6	2.96%
LAW ENFORCEMENT ACADEMY	30	0	0.00%	27	0	0.00%	27	0	0.00%	27	0	0.00%
LOTTERY**	*	*	*	*	*	*	108	5	4.63%	108	5	4.63%
MANAGEMENT	27	1	3.70%	27	1	3.70%	28	1	3.57%	27	2	7.41%
NATURAL RESOURCES	853	47	5.51%	880	46	5.23%	898	44	4.90%	912	46	5.04%
PAROLE	11	2	18.18%	10	2	20.00%	11	2	18.18%	10	2	20.00%
PERSONNEL	148	10	6.76%	151	9	5.96%	***	***	***	***	***	***
PROFESSIONAL LICENSING	****	****	****	****	****	****	****	****	****	10	0	0.00%
PUBLIC DEFENSE	306	13	4.25%	327	17	5.20%	366	18	4.92%	373	17	4.56%
PUBLIC EMPLOYMENT RELATIONS	9	0	0.00%	10	0	0.00%	10	0	0.00%	10	0	0.00%
PUBLIC HEALTH	372	26	6.99%	397	26	6.55%	388	24	6.19%	394	26	6.60%
PUBLIC SAFETY	898	28	3.12%	861	30	3.48%	838	29	3.46%	847	27	3.19%
REVENUE**	491	28	5.70%	473	26	5.50%	359	21	5.85%	369	22	5.96%
SECRETARY OF STATE	30	2	6.67%	34	3	8.82%	35	3	8.57%	39	3	7.69%
TRANSPORTATION	3,139	145	4.62%	3,163	147	4.65%	3,156	145	4.59%	3,112	137	4.40%
TREASURER	24	0	0.00%	21	0	0.00%	24	0	0.00%	22	0	0.00%
UTILITIES	****	****	****	****	****	****	****	****	****	90	7	7.78%
VETERAN'S AFFAIRS	733	24	3.27%	736	27	3.67%	769	30	3.90%	779	24	3.08%
WORKFORCE DEVELOPMENT	757	97	12.81%	765	105	13.73%	783	106	13.54%	753	104	13.81%
GRAND TOTALS	18,953	957	5.05%	18,977	978	5.15%	19,198	976	5.08%	19,202	968	5.04%

* Department not in existence at the time.

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

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

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

NOTE: Minority Status based on self-report during orientation of new employees. If Minority Status Undeclared, 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 2005

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
Non-Minority	1,067	6,122	2,013	2,737
% Chg from FY '04	1.7%	1.0%	-0.7%	-0.6%
Minority	35	391	102	127
% Chg from FY '04	6.1%	0.3%	6.3%	-8.0%
Declined to Respond	17	114	18	12
Totals	1,119	6,627	2,133	2,876
% Chg from FY '04	2.1%	0.9%	-0.5%	-0.9%

	Category 5 Paraprofessional	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Non-Minority	1,788	1,981	1,573	728
% Chg from FY '04	2.3%	-2.3%	-0.8%	-3.2%
Minority	64	136	69	44
% Chg from FY '04	-4.5%	-0.7%	-1.4%	-2.2%
Declined to Respond	24	22	4	7
Totals	1,876	2,139	1,646	779
% Chg from FY '04	2.1%	-2.1%	-1.0%	-2.9%

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

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

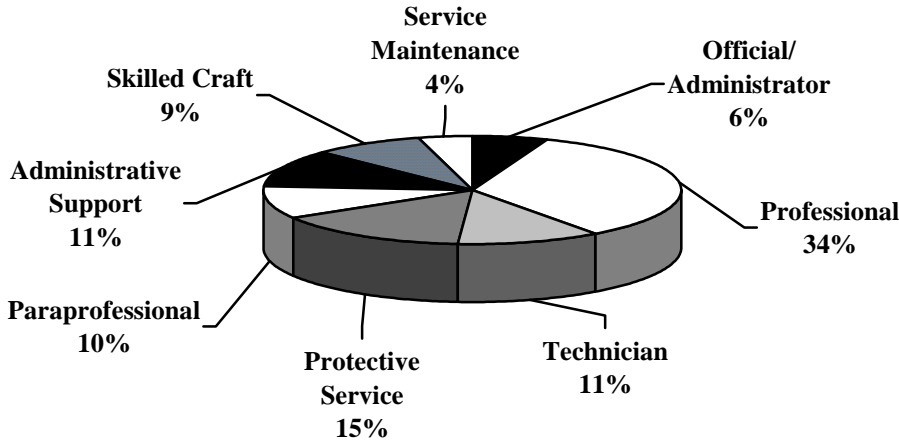
NOTE: Minority Status based on self-report during orientation of new employees.

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

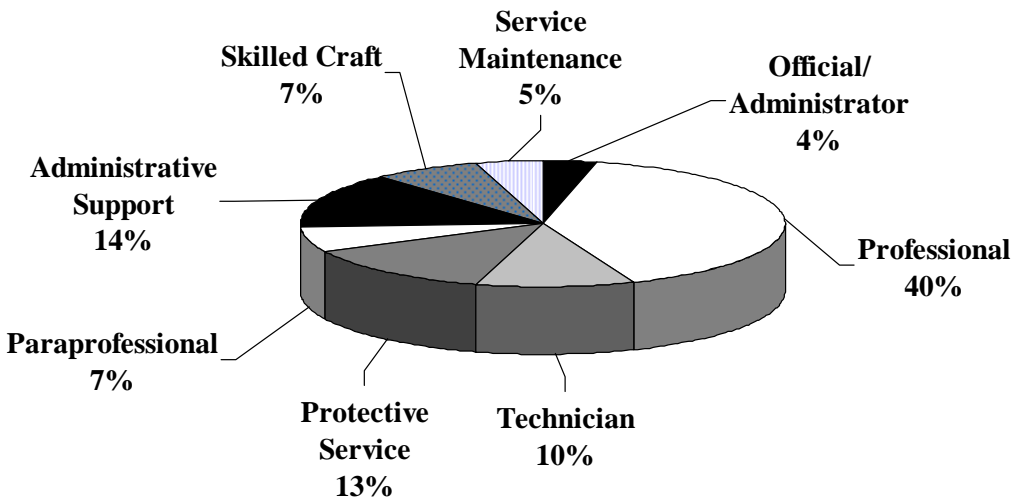
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2005

Non-Minority (Total=18,009)



Minority (Total=968)



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

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

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

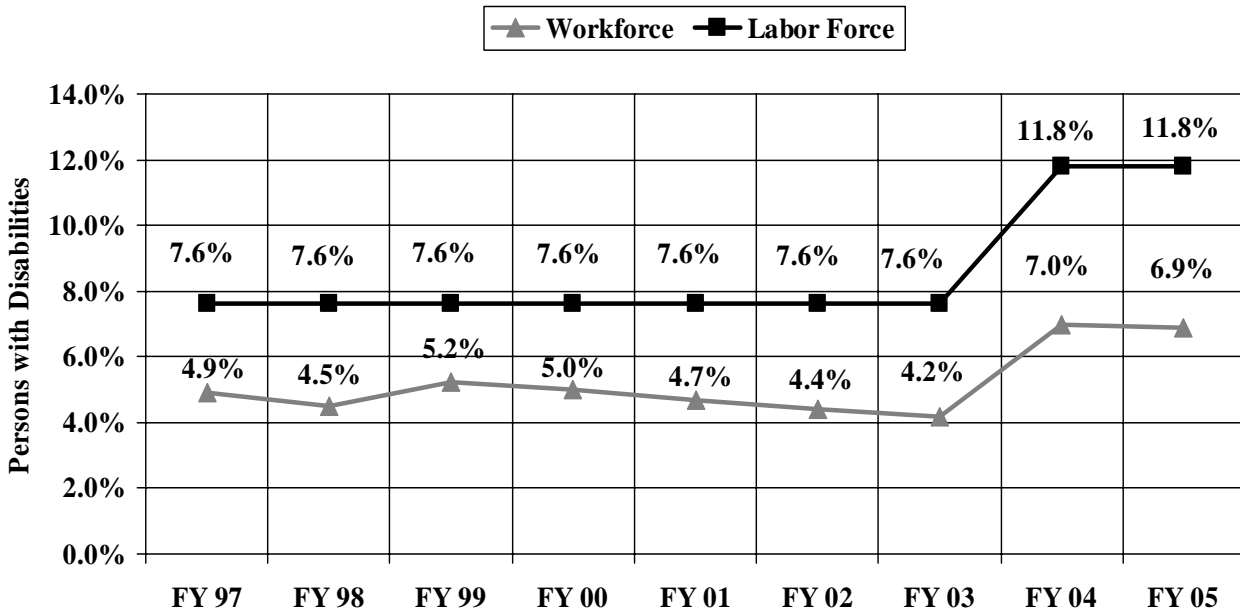
NOTE: By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

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

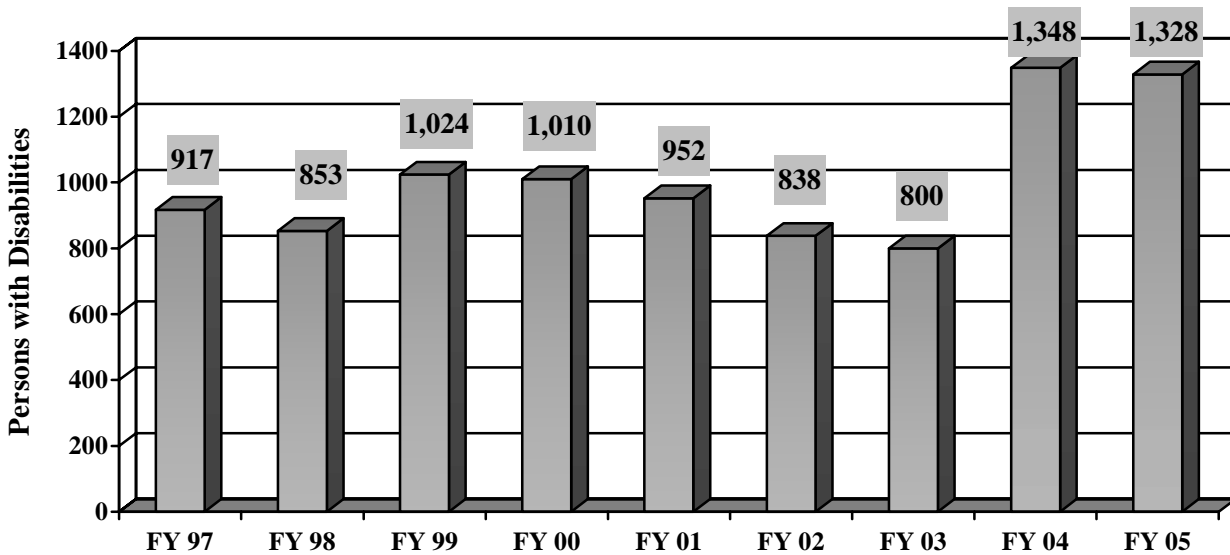
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

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



Executive Branch Full-Time Employees with Disabilities



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

NOTE: Workforce re-surveyed in FY04.

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

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

Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2005

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
ADMINISTRATIVE SERVICES	\$1,706,700.21	8,022.3	\$1,548,129.81	7,640.0
AGRICULTURE	\$1,451,476.88	8,529.5	\$1,371,861.69	8,137.4
ALCOHOLIC BEVERAGES**	\$151,204.74	898.2	\$110,335.20	704.2
AUDITOR	\$449,899.95	2,041.5	\$414,374.66	1,893.2
BANKING**	\$392,713.55	1,427.2	\$344,234.55	1,429.1
BLIND	\$375,343.38	2,110.7	\$329,871.20	1,987.4
CIVIL RIGHTS	\$106,480.68	552.4	\$100,206.29	556.6
COLLEGE AID	\$147,022.15	857.7	\$124,754.84	860.7
COMMERCE	**	**	**	**
CORRECTIONS	\$10,133,201.75	58,483.2	\$9,579,881.68	54,688.7
CREDIT UNION**	\$64,722.14	295.9	\$55,367.25	296.7
CULTURAL AFFAIRS	\$271,054.28	1,441.6	\$210,624.16	1,361.5
ECONOMIC DEVELOPMENT	\$575,600.30	2,670.5	\$572,277.32	2,620.2
EDUCATION	\$2,734,642.08	13,293.5	\$2,498,353.66	12,509.4
ELDER AFFAIRS	\$117,076.54	574.2	\$90,396.56	483.7
ETHICS/CAMPAIGN DISCLOSURE	\$25,098.27	140.0	\$21,690.30	124.0
FINANCE AUTHORITY**	\$321,027.68	1,571.6	\$296,419.87	1,518.1
GENERAL SERVICES	*	*	*	*
GOVERNOR'S OFFICE	\$141,773.05	706.5	\$139,000.71	714.1
HUMAN RIGHTS	\$223,746.32	1,180.8	\$201,885.32	1,160.2
HUMAN SERVICES	\$18,936,694.85	115,228.7	\$17,701,249.11	109,063.7
INFORMATION TECHNOLOGY	*	*	*	*
INSPECTIONS AND APPEALS	\$2,385,579.00	10,757.1	\$2,210,057.22	9,948.9
INSURANCE**	\$421,213.41	1,927.2	\$386,404.23	1,839.8
IOWA COMMUNICATIONS NTWK	\$439,145.24	1,928.9	\$422,185.52	1,872.5
IOWA PUBLIC TELEVISION	\$511,938.56	2,532.8	\$480,359.70	2,356.5
IPERS**	\$387,965.98	1,811.8	\$353,665.18	1,815.2
JUSTICE	\$1,199,437.12	4,440.9	\$1,090,058.08	4,007.9
LAW ENFORCEMENT ACADEMY	\$119,558.62	629.0	\$106,097.43	553.1
LOTTERY**	\$517,082.84	2,597.0	\$447,089.01	2,565.4
MANAGEMENT	\$186,205.75	631.9	\$165,007.10	569.9
NATURAL RESOURCES	\$3,871,116.64	19,387.2	\$3,505,530.98	17,458.6
PAROLE	\$50,978.59	258.8	\$53,471.99	268.0
PERSONNEL	*	*	*	*
PROFESSIONAL LICENSING**	\$52,896.06	244.9	\$45,409.06	271.1
PUBLIC DEFENSE	\$1,210,198.59	7,267.9	\$1,142,455.05	6,711.3
PUBLIC EMPLOYMENT RELATIONS	\$57,455.16	227.9	\$62,478.05	243.7
PUBLIC HEALTH	\$1,642,561.49	7,895.1	\$1,508,367.28	7,205.9
PUBLIC SAFETY	\$3,710,712.45	17,984.7	\$3,387,993.58	16,835.0
REVENUE**	\$1,730,069.14	8,591.4	\$1,636,146.63	8,284.4
SECRETARY OF STATE	\$143,510.67	762.3	\$108,229.24	657.7
TRANSPORTATION	\$12,488,536.80	93,069.2	\$11,765,340.22	84,599.2
TREASURER	\$82,928.54	386.7	\$81,315.39	387.0
UTILITIES**	\$598,214.17	2,132.7	\$549,475.80	2,120.2
VETERANS AFFAIRS	\$2,527,427.34	16,270.0	\$2,398,676.83	15,464.3
WORKFORCE DEVELOPMENT	\$3,328,255.29	17,697.5	\$3,132,286.16	16,758.4
GRAND TOTALS	\$75,988,466.25	439,458.9	\$70,749,013.91	410,542.9

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

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

-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 2005

DEPARTMENT	Sick Leave Earned Value	Sick Leave Earned Days	Regular Sick Leave Taken Expense	Regular Sick Leave Taken Days	Converted Sick Leave Expense	Converted Sick Leave Days
ADMINISTRATIVE SERVICES	\$1,416,857.09	6,860.3	\$601,194.55	3,146.0	\$290,679.24	1,345.5
AGRICULTURE	\$1,180,666.91	7,143.4	\$524,702.59	3,292.1	\$326,292.75	1,792.5
ALCOHOLIC BEVERAGES**	\$144,423.87	903.3	\$63,253.17	367.7	\$17,734.44	97.5
AUDITOR	\$386,896.73	1,873.7	\$112,522.20	611.8	\$117,630.54	525.6
BANKING**	\$297,642.41	1,149.7	\$91,436.50	361.9	\$105,787.56	381.0
BLIND	\$317,957.30	1,859.9	\$147,227.59	919.8	\$80,189.40	423.0
CIVIL RIGHTS	\$69,567.02	377.2	\$48,965.52	248.2	\$17,075.44	82.5
COLLEGE AID	\$123,910.49	744.8	\$40,848.15	270.2	\$39,310.20	204.0
COMMERCE	**	**	**	**	**	**
CORRECTIONS	\$8,840,076.73	52,455.3	\$5,214,637.31	31,343.7	\$961,166.46	5,046.8
CREDIT UNION**	\$57,128.17	268.5	\$17,141.17	79.5	\$24,107.64	103.5
CULTURAL AFFAIRS	\$224,864.87	1,266.9	\$88,977.08	516.7	\$60,612.84	298.5
ECONOMIC DEVELOPMENT	\$510,262.24	2,417.1	\$243,310.40	1,222.3	\$117,119.52	484.5
EDUCATION	\$2,162,948.19	10,634.9	\$1,098,759.70	5,792.4	\$317,891.60	1,530.9
ELDER AFFAIRS	\$100,941.13	515.2	\$46,419.19	258.3	\$26,417.28	119.1
ETHICS/CAMPAIGN DISCLOSURE	\$19,857.61	113.4	\$7,389.04	44.3	\$8,349.36	42.0
FINANCE AUTHORITY**	\$328,439.85	1,586.5	\$144,397.29	750.9	\$71,992.08	306.0
GENERAL SERVICES	*	*	*	*	*	*
GOVERNOR'S OFFICE	\$138,629.87	706.8	\$72,083.30	331.7	\$37,794.24	145.5
HUMAN RIGHTS	\$186,310.09	1,016.8	\$85,720.90	470.6	\$43,153.36	223.5
HUMAN SERVICES	\$13,691,754.34	88,774.1	\$7,444,301.74	48,634.8	\$2,448,975.16	13,943.5
INFORMATION TECHNOLOGY	*	*	*	*	*	*
INSPECTIONS AND APPEALS	\$2,000,147.84	9,313.8	\$795,496.19	3,886.5	\$553,689.93	2,335.4
INSURANCE**	\$331,707.22	1,593.7	\$178,458.49	867.4	\$75,863.70	318.4
IOWA COMMUNICATIONS NTWK	\$408,253.30	1,774.1	\$206,550.07	1,017.4	\$122,262.24	459.0
IOWA PUBLIC TELEVISION	\$419,351.81	2,131.1	\$137,556.78	711.2	\$117,583.68	553.5
IPERS**	\$338,565.32	1,615.2	\$167,667.30	848.9	\$57,895.92	247.5
JUSTICE	\$997,058.64	3,856.7	\$390,315.82	1,610.6	\$330,833.22	1,116.5
LAW ENFORCEMENT ACADEMY	\$94,371.14	510.3	\$40,710.58	239.5	\$34,830.60	175.5
LOTTERY**	\$399,273.11	2,051.5	\$110,954.71	602.2	\$169,245.81	846.9
MANAGEMENT	\$143,727.87	509.7	\$46,599.49	174.2	\$50,442.24	166.5
NATURAL RESOURCES	\$3,112,599.54	16,163.3	\$967,003.43	5,231.3	\$724,687.59	3,481.0
PAROLE	\$38,352.24	208.1	\$32,347.22	179.0	\$3,356.04	13.5
PERSONNEL	*	*	*	*	*	*
PROFESSIONAL LICENSING**	\$36,522.60	189.0	\$7,942.13	43.2	\$19,078.08	85.5
PUBLIC DEFENSE	\$1,086,431.62	6,622.7	\$566,188.98	3,558.2	\$98,210.28	556.5
PUBLIC EMPLOYMENT RELATIONS	\$43,956.64	189.0	\$11,978.74	64.0	\$20,506.20	64.5
PUBLIC HEALTH	\$1,504,387.72	7,355.0	\$661,642.95	3,516.2	\$289,131.84	1,230.0
PUBLIC SAFETY	\$2,536,884.02	13,078.1	\$868,621.54	4,590.8	\$388,204.18	1,702.5
REVENUE**	\$1,276,318.83	6,714.6	\$652,494.81	3,711.9	\$234,633.48	1,089.0
SECRETARY OF STATE	\$126,841.54	673.3	\$44,992.78	256.8	\$37,457.52	198.0
TRANSPORTATION	\$9,860,183.50	75,767.4	\$4,225,420.09	25,019.4	\$548,794.30	8,074.5
TREASURER	\$74,346.79	394.4	\$34,124.27	186.7	\$17,583.09	61.3
UTILITIES**	\$472,627.59	1,732.8	\$168,297.69	634.0	\$138,391.98	500.7
VETERANS AFFAIRS	\$2,369,950.92	15,652.7	\$1,230,241.88	8,335.8	\$168,503.52	1,051.0
WORKFORCE DEVELOPMENT	\$2,577,881.94	14,360.3	\$1,361,075.29	7,924.5	\$486,182.73	2,445.7
GRAND TOTALS	\$60,448,876.65	363,124.6	\$28,999,968.62	171,872.6	\$9,799,647.28	53,868.3

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

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

-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 2005

DEPARTMENT	Injury Leave Taken Expense	Injury Leave Taken Days	Funeral Leave Taken Expense*	Funeral Leave Taken Days*	Jury Leave Taken Expense*	Jury Leave Taken Days*
ADMINISTRATIVE SERVICES	\$649.80	7.4	\$26,262.14	138.5	\$2,936.18	15.6
AGRICULTURE	\$1,567.68	10.5	\$33,796.10	216.8	\$3,659.27	22.4
ALCOHOLIC BEVERAGES***	\$1,120.08	10.1	\$3,056.65	20.2	\$76.40	0.5
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$781.84	3.5
BANKING***	\$0.00	0.0	\$8,191.51	29.7	\$0.00	0.0
BLIND	\$0.00	0.0	\$5,374.47	37.3	\$0.00	0.0
CIVIL RIGHTS	\$0.00	0.0	\$1,277.51	7.7	\$0.00	0.0
COLLEGE AID	\$0.00	0.0	\$2,042.22	14.5	\$0.00	0.0
COMMERCE	***	***	***	***	***	***
CORRECTIONS	\$31,538.88	186.6	\$332,890.38	2,004.8	\$6,551.25	40.2
CREDIT UNION***	\$0.00	0.0	\$602.32	3.0	\$0.00	0.0
CULTURAL AFFAIRS	\$0.00	0.0	\$2,045.72	12.2	\$161.75	0.8
ECONOMIC DEVELOPMENT	\$292.20	1.1	\$6,294.60	33.0	\$0.00	0.0
EDUCATION	\$896.56	5.9	\$39,948.81	196.4	\$3,996.25	20.5
ELDER AFFAIRS	\$0.00	0.0	\$2,562.30	13.9	\$0.00	0.0
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$522.56	3.0	\$0.00	0.0
FINANCE AUTHORITY***	\$0.00	0.0	\$6,922.96	29.9	\$0.00	0.0
GENERAL SERVICES	**	**	**	**	**	**
GOVERNOR'S OFFICE	\$0.00	0.0	\$1,378.91	5.8	\$184.50	1.2
HUMAN RIGHTS	\$0.00	0.0	\$2,384.66	12.9	\$0.00	0.0
HUMAN SERVICES	\$49,284.79	331.0	\$205,368.23	1,300.7	\$12,814.99	85.5
INFORMATION TECHNOLOGY	**	**	**	**	**	**
INSPECTIONS AND APPEALS	\$0.00	0.0	\$48,990.77	233.1	\$2,183.70	13.7
INSURANCE***	\$0.00	0.0	\$5,905.16	30.3	\$652.19	2.8
IOWA COMMUNICATIONS NTWK	\$628.67	4.6	\$10,197.67	44.4	\$1,446.27	5.3
IOWA PUBLIC TELEVISION	\$438.76	2.8	\$9,353.58	48.8	\$0.00	0.0
IPERS***	\$201.92	2.0	\$9,426.50	45.0	\$790.08	6.0
JUSTICE	\$0.00	0.0	\$10,740.51	50.1	\$599.88	2.5
LAW ENFORCEMENT ACADEMY	\$0.00	0.0	\$752.67	4.8	\$0.00	0.0
LOTTERY***	\$0.00	0.0	\$5,869.35	31.9	\$239.88	1.5
MANAGEMENT	\$0.00	0.0	\$340.96	1.0	\$0.00	0.0
NATURAL RESOURCES	\$1,830.44	10.5	\$26,102.58	136.6	\$1,325.42	7.2
PAROLE	\$0.00	0.0	\$1,011.60	5.4	\$0.00	0.0
PERSONNEL	**	**	**	**	**	**
PROFESSIONAL LICENSING***	\$0.00	0.0	\$250.26	1.9	\$0.00	0.0
PUBLIC DEFENSE	\$0.00	0.0	\$2,651.99	14.5	\$0.00	0.0
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$375.52	2.0	\$0.00	0.0
PUBLIC HEALTH	\$0.00	0.0	\$32,771.77	153.2	\$2,853.96	12.1
PUBLIC SAFETY	\$40,715.46	202.1	\$0.00	0.0	\$0.00	0.0
REVENUE***	\$137.87	1.1	\$36,359.70	188.3	\$2,986.58	19.8
SECRETARY OF STATE	\$0.00	0.0	\$2,123.97	14.3	\$0.00	0.0
TRANSPORTATION	\$146,220.17	957.4	****	****	****	****
TREASURER	\$0.00	0.0	\$1,709.34	7.5	\$0.00	0.0
UTILITIES***	\$0.00	0.0	\$12,398.60	47.8	\$347.62	0.8
VETERANS AFFAIRS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
WORKFORCE DEVELOPMENT	\$10,333.64	50.8	\$71,189.84	394.6	\$8,903.94	48.1
GRAND TOTALS	\$285,856.92	1,783.9	\$969,444.39	5,535.8	\$53,491.95	310.0

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

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

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

**** 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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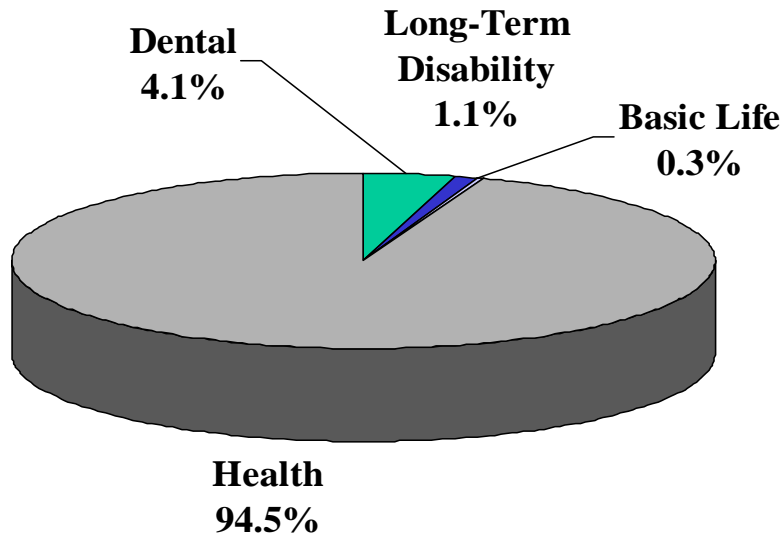
CALENDAR YEAR 2005 GROUP INSURANCE BENEFITS FACTS

Insurance Type	Funding Type	Who Pays What?	Projected Year 2005 Costs	Who's Eligible?	Current Vendor
HEALTH Traditional (Plan 3 Plus)	Minimum Premium	State pays 100% for single contracts and 85% of PPO family contract.	Total Projected Wellmark Cost = \$163,728,723	AFSCME, Judicial AFSCME, Judicial Non-Contract, 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 85% 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 1 Organized Delivery System)	Fully Insured	State pays 100% for single contracts and 85% of the AFSCME PPO family contract except for IUP employees who receive 72% of Deductible 3 Plus.	Total Projected Cost Equals \$76,514,076	All employees who work 20 hours or more per week are eligible.	Wellmark, United Healthcare, John Deere (2 Plans), Coventry (2 Plans)
DENTAL	Minimum Premium	State pays 100% for single contracts and 50% for a family contract (except for UE/IUP members).	Total Projected Cost Equals \$14,865,691	Employees must work 20 hours or more per week to be eligible	Delta Dental
LIFE Term Basic Life	Fully Insured	State pays 100%	Total Projected Cost Equals \$693,812	Employees must work 30 hours or more per week to be eligible	Prudential
Supplemental (Optional)	Fully Insured	Employee pays 100%	Total Projected Employee Cost Equals \$1,377,753		
LONG TERM DISABILITY	Fully Insured	State pays 100%	Total Projected Cost Equals \$2,647,225	Employees must work 30 hours or more per week to be eligible.	Prudential

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 2005



January 1, 2005 - December 31, 2005*

Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
Health					
Wellmark BCBS	\$145,993,573	89.2%	\$17,735,150	10.8%	\$163,728,723**
MCOs	\$74,848,382	97.8%	\$1,665,693	2.2%	\$76,514,075
Subtotal	\$220,841,955	91.9%	\$19,400,843	8.1%	\$240,242,798
Dental	\$9,443,103	63.5%	\$5,422,588	36.5%	\$14,865,691
Life					
Basic	\$693,812	100.0%	0	0.0%	\$693,812
Optional	\$0	0.0%	\$1,377,753	100.0%	\$1,377,753
Subtotal	\$693,812	33.5%	\$1,377,753	66.5%	\$2,071,565
Long Term Disability	\$2,647,225	100.0%	\$0	0.0%	\$2,647,225
Total	\$233,626,095	89.9%	\$26,201,184	10.1%	\$259,827,279

* Projections use the January 2005 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

** Does not include SPOC.

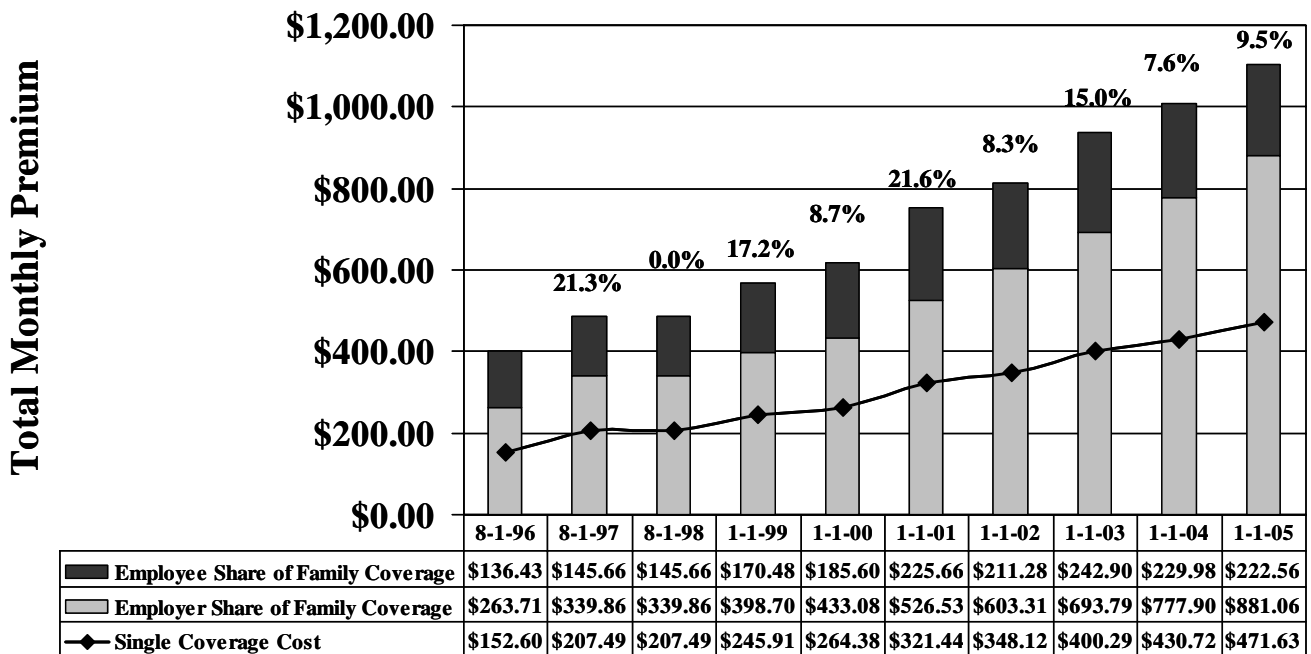
Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Health Plan Provider Premium Comparisons

		2004				2005			
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)	\$430.72	\$430.72	\$0.00	9.5%	\$471.63	\$471.63	\$0.00
		(F)	\$1,007.88	\$777.90	\$229.98	9.5%	\$1,103.62	\$881.06	\$222.56
	Deductible 3 Plus	(S)	\$430.19	\$430.19	\$0.00	9.3%	\$470.18	\$470.18	\$0.00
		(F)	\$1,006.67	\$724.81	\$281.86	9.3%	\$1,100.24	\$792.18	\$308.06
	Iowa Select	(S)	\$405.40	\$405.40	\$0.00	9.3%	\$442.95	\$442.95	\$0.00
		(F)	\$948.66	\$777.90	\$170.76	9.3%	\$1,036.54	\$881.06	\$155.48
	John Deere Choice	(S)	\$419.86	\$419.86	\$0.00	8.5%	\$455.60	\$455.60	\$0.00
		(F)	\$1,007.66	\$777.90	\$229.76	8.5%	\$1,093.42	\$881.06	\$212.36
	John Deere Select	(S)	\$332.68	\$332.68	\$0.00	6.9%	\$355.48	\$355.48	\$0.00
		(F)	\$798.43	\$777.91	\$20.52	6.9%	\$853.16	\$853.16	\$0.00
	Coventry Open Access	(S)	\$342.70	\$342.70	\$0.00	13.9%	\$390.22	\$390.22	\$0.00
		(F)	\$822.40	\$777.90	\$44.50	13.9%	\$936.42	\$881.06	\$55.36
	Coventry Primary Care	(S)	\$331.00	\$331.00	\$0.00	13.9%	\$376.90	\$376.90	\$0.00
		(F)	\$794.26	\$777.90	\$16.36	13.9%	\$904.38	\$881.06	\$23.32
	Blue Advantage	(S)	\$286.64	\$286.64	\$0.00	8.6%	\$311.26	\$311.26	\$0.00
		(F)	\$687.86	\$687.86	\$0.00	8.6%	\$746.96	\$746.96	\$0.00
	UHC*	(S)	\$330.84	\$330.84	\$0.00	15.3%	\$381.46	\$381.46	\$0.00
		(F)	\$793.99	\$777.91	\$16.08	15.3%	\$915.48	\$881.06	\$34.42

*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 01/01/05 over 34% 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 01/01/05

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
Plan 3 Plus	5,712	2,688	721	9,121	33.5%
Deductible 3 Plus	1,019	714	113	1,846	6.8%
Iowa Select	2,292	2,917	224	5,433	19.9%
IUP Select	454	289	20	763	2.8%
Subtotal	9,477	6,608	1,078	17,163	63.0%
Managed Care Plans					
John Deere Choice	478	123	28	629	2.3%
John Deere Select	31	312	3	346	1.3%
Coventry Open Access	648	695	60	1,403	5.1%
Coventry Primary Care	199	242	13	454	1.7%
United Health Care	315	1,433	62	1,810	6.6%
Blue Advantage	636	4,764	57	5,457	20.0%
Subtotal	2,307	7,569	223	10,099	37.0%
Total Health	11,784	14,177	1,301	27,262	100.0%
Total Dental	12,478	13,743	1,052	27,273	

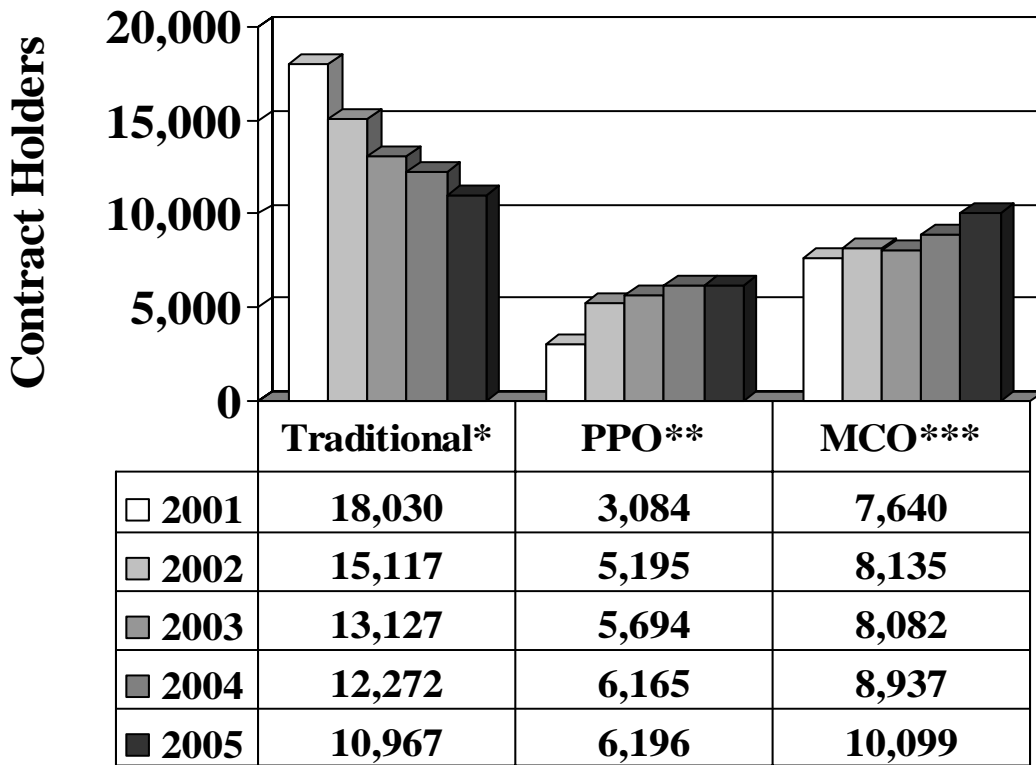
NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (Includes Fair Authority, Community-Based Corrections, and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

NOTE: Does not include SPOC.

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

Health Plan Enrollments as of 01/01/05

(ACTIVE EMPLOYEES ONLY)



* Wellmark Plan 3 Plus, & Deductible 3 Plus

** Wellmark Iowa Select & IUP Select

*** Managed Care Organizations

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

NOTE: Does not include SPOC.

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

Dental Insurance Contributions

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

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

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

Source: Iowa Department of Administrative Services, 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 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%
FY 04	\$17,231,786	11.3%	4,307	-9.4%	\$4,001	22.9%
FY 05	\$16,120,462	-6.4%	4,331	0.6%	\$3,722	-7.0%

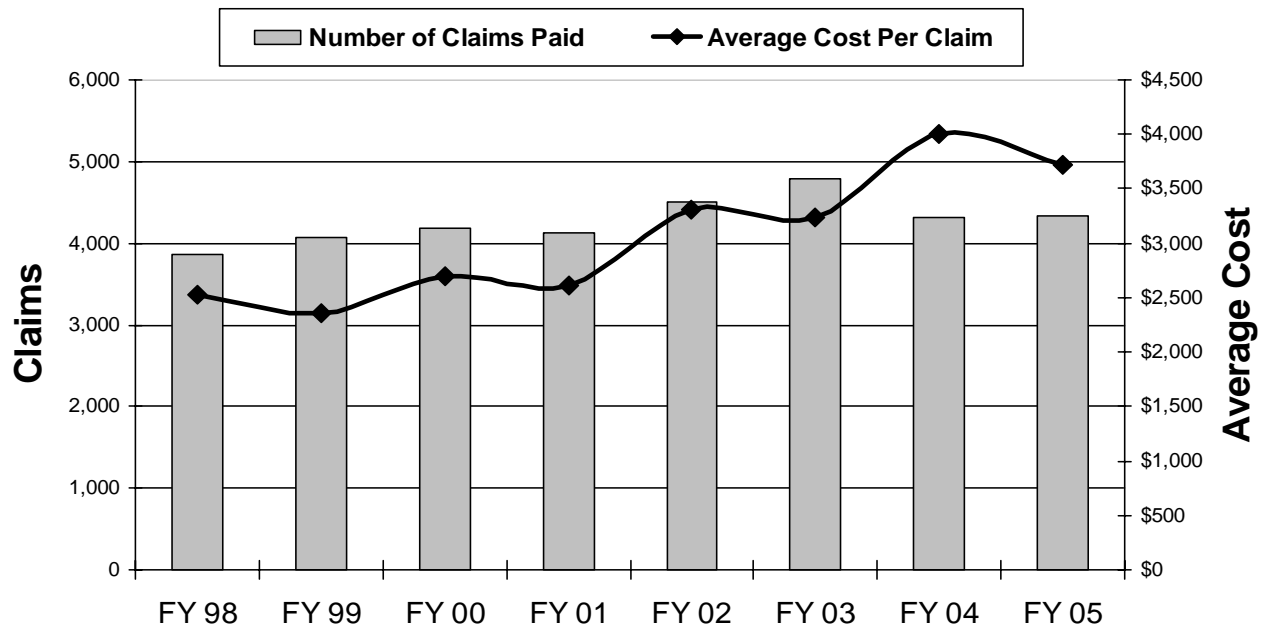
* Amount reported on annual financial statement to the Department of Revenue.

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

** New or carryover injuries

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

Workers' Compensation Claims Paid Compared to Average Cost per Claim



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

Source: Iowa Department of Administrative Services, 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 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%
FY 04	489	15,824	32.4	7.6%
FY 05	530	13,605	25.7	-20.7%

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

Workers' Compensation Comparisons by Government Branch

		FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	
Total Premiums	Premium Revenue*	\$ 9,866,692	\$ 8,562,830	\$ 12,180,000	\$ 12,860,000	\$ 17,210,964	\$ 17,141,580	\$ 16,416,388	
	Administrative Fee	[1]	[1]	[1]	[1]	[1]	\$ 2,250,000	\$ 2,486,680	
	Percent of Total	Executive	67.90%	64.55%	66.91%	67.97%	60.93%	56.69%	57.88%
		Judicial	1.03%	0.94%	1.16%	1.14%	1.21%	1.04%	1.38%
		Legislative	0.17%	0.23%	0.29%	0.19%	0.14%	0.07%	0.07%
Regents		30.90%	34.28%	31.64%	30.70%	37.72%	42.20%	40.67%	
	Grand Total	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	100.00%	
		FY 99	FY 00	FY 01	FY 02	FY 03	FY 04	FY 05	
Paid Claims	Claim Expense	\$ 9,617,270	\$ 11,264,304	\$ 10,762,300	\$ 14,364,349	\$ 15,723,977	\$ 17,234,154	\$ 16,120,462	
	Administrative Fee	[1]	[1]	[1]	[1]	[1]	\$ 2,232,226	\$ 2,439,881	
	Percent of Total	Executive	62.27%	59.08%	60.26%	61.02%	60.33%	57.89%	57.88%
		Judicial	0.90%	1.44%	1.25%	1.17%	1.21%	1.52%	1.38%
		Legislative	0.14%	0.06%	0.00%	0.00%	0.01%	0.01%	0.07%
Regents		36.69%	39.42%	38.49%	37.81%	38.45%	40.58%	40.67%	
	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 98	FY 99	FY 00	FY 01
NEW CLAIMS	674	637	578	580
PROTESTS	218	255	247	246
% In Favor of Employer	89.4%	88.0%	88.2%	87.4%
BENEFIT CHARGES PAID	\$594,698.94	\$497,767.85	\$567,900.98	\$549,155.30
SERVICE FEE	*	\$23,922.77	\$22,846.50	\$23,982.75
TOTAL COSTS	\$594,698.94	\$521,690.62	\$590,747.48	\$573,138.05
Credit Balances (Returned to General Fund)	\$9,029.34	\$11,393.98	\$20,664.69	\$7,638.30
NET COSTS (Total Costs - Credits Returned)	\$585,669.60	\$510,296.64	\$570,082.79	\$565,499.75

	FY 02	FY 03	FY 04	FY 05
NEW CLAIMS	858	691	633	538
PROTESTS	219	266	191	182
% In Favor of Employer	87.3%	87.3%	76.0%	67.0%
BENEFIT CHARGES PAID	\$966,785.00	\$722,557.00	\$785,392.00	\$825,161.00
SERVICE FEE	\$23,492.75	\$22,416.00	\$23,047.00	\$22,899.00
TOTAL COSTS	\$990,277.75	\$744,973.00	\$808,439.00	\$848,060.00
Credit Balances (Returned to General Fund)	\$9,195.00	\$21,468.00	\$15,068.00	\$25,507.00
NET COSTS (Total Costs - Credits Returned)	\$981,082.75	\$723,505.00	\$793,371.00	\$822,553.00

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

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

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

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

Source: Iowa Department of Administrative Services, HRE - Third Party Administrator Query: EHolland.

Unemployment Claims by Department Fiscal Year 2005

DEPARTMENT	Non-Protestable	Protestable			Total Claims
		Favorable	Unfavorable	Pending	
ADMINISTRATIVE SERVICES	2	0	2	2	6
AGRICULTURE	4	1	0	0	5
ALCOHOL BEVERAGES	0	0	0	0	0
AUDITOR	*	*	*	*	0
BANKING	0	0	1	0	1
BLIND	0	0	0	0	0
CIVIL RIGHTS	2	0	0	0	2
COLLEGE AID	0	0	0	0	0
COMMERCE	**	**	**	**	0
CORRECTIONS	24	13	5	4	46
CREDIT UNION	0	0	0	0	0
CULTURAL AFFAIRS	1	3	2	0	6
ECONOMIC DEVELOPMENT	3	1	0	0	4
EDUCATION	6	2	2	1	11
ELDER AFFAIRS	1	0	0	0	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0
FINANCE AUTHORITY	0	0	0	0	0
GENERAL SERVICES	**	**	**	**	0
GOVERNOR'S OFFICE	*	*	*	*	0
HUMAN RIGHTS	1	0	0	0	1
HUMAN SERVICES	27	39	18	2	86
INFORMATION TECHNOLOGY	**	**	**	**	0
INSPECTIONS AND APPEALS	6	2	0	1	9
INSURANCE	1	1	0	0	2
IOWA COMMUNICATIONS NTWRK	0	0	0	0	0
IOWA PUBLIC TELEVISION	0	0	0	0	0
IPERS***	0	0	0	0	0
JUSTICE	0	0	0	0	0
LAW ENFORCEMENT ACADEMY	0	0	0	0	0
LOTTERY	0	0	0	0	0
MANAGEMENT	*	*	*	*	0
NATURAL RESOURCES	50	6	2	0	58
PAROLE	0	0	0	0	0
PERSONNEL	**	**	**	**	0
PROFESSIONAL LICENSING	0	0	0	0	0
PUBLIC DEFENSE	3	0	0	0	3
PUBLIC EMPLOYMENT RELATIONS	0	0	1	0	1
PUBLIC HEALTH	4	1	0	1	6
PUBLIC SAFETY	1	3	1	0	5
REVENUE***	39	2	1	1	43
SECRETARY OF STATE	0	0	0	0	0
TRANSPORTATION	61	6	4	2	73
TREASURER	1	1	1	0	3
UTILITIES	0	0	0	0	0
VETERAN'S AFFAIRS	11	4	7	5	27
WORKFORCE DEVELOPMENT	0	0	0	0	0
GRAND TOTALS	248	85	47	19	399

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

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

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

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: PPeterson

Employee Assistance Program Data by Fiscal Year

	FY 98	FY 99	FY 00	FY 01
Number of employees*	19,202	19,649	20,246	20,359
Number of clients served	831	851	1138	926
Percent utilization	4.3%	4.3%	5.6%	4.5%
Number of counseling hours	2,005	1,859	2,126	2,126
Average number of counseling hours/client	2.41	2.18	1.87	2.30
IEAP COSTS				
Counseling	\$114,628	\$118,885	\$150,961	\$152,097
Training	\$7,411	\$31,966	\$18,859	\$5,460
TOTAL	\$122,039	\$150,851	\$169,820	\$157,557
Average total counseling costs/client	\$137.94	\$139.70	\$132.66	\$164.25
Average cost/employee	\$6.36	\$7.68	\$8.39	\$7.74

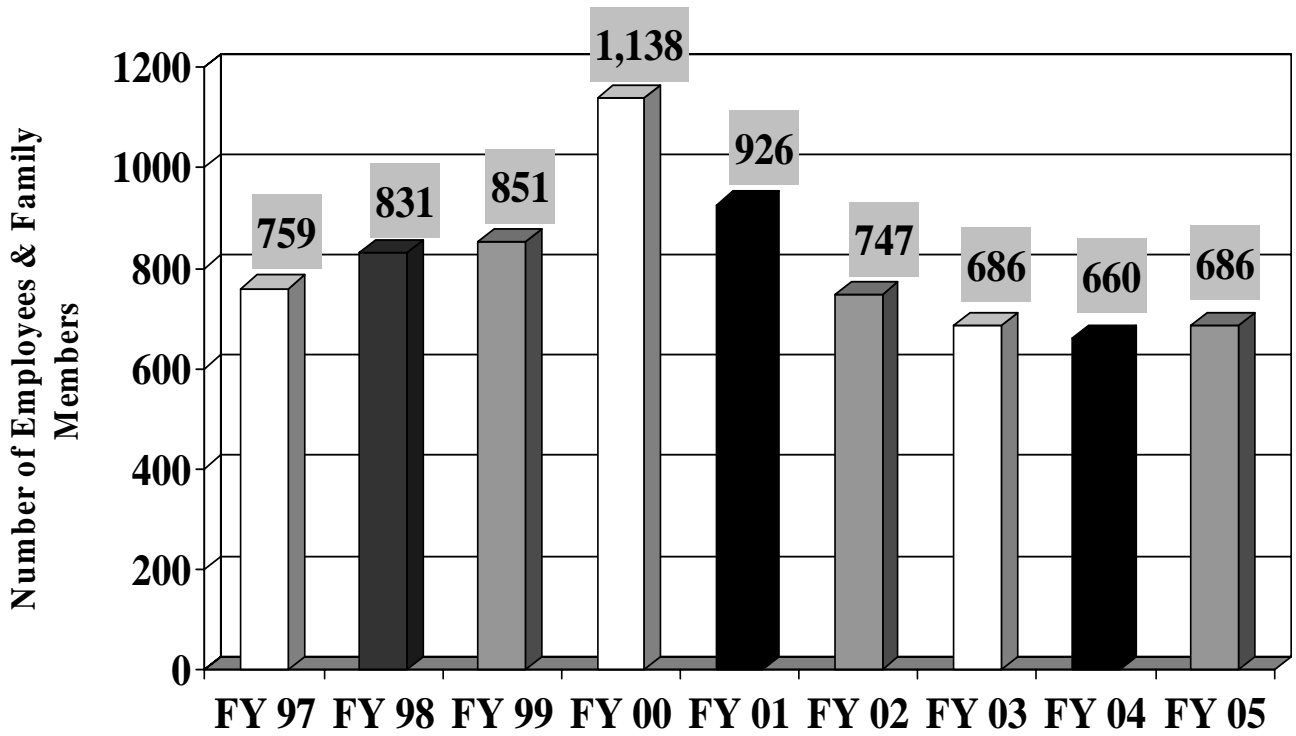
	FY 02	FY 03	FY 04	FY 05
Number of employees*	18,953	18,977	19,198	19,202
Number of clients served	747	686	660	686
Percent utilization	3.9%	3.6%	3.4%	3.6%
Number of counseling hours	1,701	1,368	1,535	1,517
Average number of counseling hours/client	2.28	1.99	2.33	2.21
IEAP COSTS				
Counseling	\$121,724	\$97,863	\$99,758	\$108,541
Training	\$3,523	\$2,690	\$1,825	\$318
TOTAL	\$125,247	\$100,553	\$101,583	\$108,859
Average total counseling costs/client	\$162.95	\$142.66	\$151.15	\$158.22
Average cost/employee	\$6.61	\$5.30	\$5.29	\$5.67

*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 2005

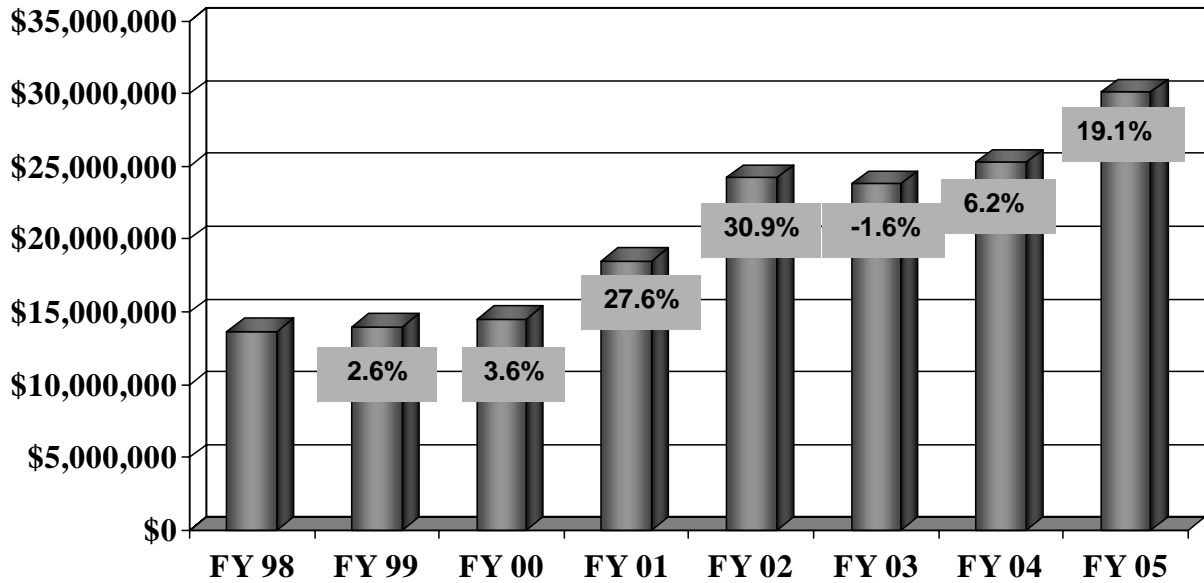
State Government	# Eligible	# Deferring	Participation
EXECUTIVE BRANCH			
AFSCME			
Clerical (001)	1,821	834	45.8%
Technical (002)	3,680	1,636	44.5%
Blue Collar (003)	2,259	1,194	52.9%
Fiscal & Staff (004/104)	2,441	1,656	67.8%
Security (006)	2,031	909	44.8%
Patient Care (011)	579	318	54.9%
Subtotal	12,811	6,547	51.1%
UE/IUP			
Social Services (005)	1,424	634	44.5%
Science (009)	457	265	58.0%
Social Services-IMW (015)	683	331	48.5%
Subtotal	2,564	1,230	48.0%
SPOC			
Public Safety (007)	587	452	77.0%
NONCONTRACT	3,580	2,355	65.8%
TOTAL	19,542	10,584	54.2%
JUDICIAL BRANCH			
AFSCME	741	391	52.8%
NONCONTRACT	1,035	680	65.7%
PPME	112	58	51.8%
TOTAL	1,888	1,129	59.8%
LEGISLATIVE BRANCH			
TOTAL	352	132	37.5%
COMMUNITY BASED CORRECTIONS			
TOTAL	1,053	752	71.4%
GRAND TOTAL			
GRAND TOTAL	22,835	12,597	55.2%

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

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

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

Deferred Compensation Program Total Amount Deferred



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

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

Top 25 Most Populous Job Classes, Fiscal Year 2005

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '05 Workforce
1	86406	Correctional Officer	1,533	8.0%
2	03201	Resident Treatment Worker	1,246	6.5%
3	08111	Equipment Operator	841	4.4%
4	03089	Income Maintenance Worker 2	628	3.3%
5	03011	Social Worker 2	593	3.1%
6	00025	Secretary 1	327	1.7%
7	00013	Typist-Advanced	285	1.5%
8	00026	Secretary 2	265	1.4%
9	00807	Workforce Advisor	256	1.3%
10	03016	Social Worker 3	242	1.3%
11	02020	Registered Nurse	232	1.2%
12	00018	Clerk - Specialist	225	1.2%
13	00121	Information Technology Specialist 4	186	1.0%
14	16000	Trooper	177	0.9%
15	00122	Information Technology Specialist 5	164	0.9%
16	00708	Administrative Assistant 1	159	0.8%
17	00709	Administrative Assistant 2	155	0.8%
18	86419	Correctional Counselor	152	0.8%
19	03040	Youth Services Worker	150	0.8%
20	02002	Licensed Practical Nurse	145	0.8%
21	00711	Executive Officer 2	142	0.7%
22	08375	Automotive Mechanic	141	0.7%
23	04513	Environmental Specialist	135	0.7%
24	02569	Rehabilitation Counselor	127	0.7%
25	08113	Equipment Operator Senior	126	0.7%
TOTAL			8,632	45.0%

-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 2005

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '05 Hires
1	03201	Resident Treatment Worker	180	14.3%
2	03011	Social Worker 2	87	6.9%
3	86406	Correctional Officer	81	6.5%
4	03089	Income Maintenance Worker 2	53	4.2%
5	94584	Assistant Auditor 1	36	2.9%
6	02020	Registered Nurse	34	2.7%
7	08111	Equipment Operator	31	2.5%
8	00013	Typist-Advanced	29	2.3%
9	02002	Licensed Practical Nurse	24	1.9%
10	04513	Environmental Specialist	17	1.4%
11	04538	Health Facilities Surveyor	14	1.1%
12	15999	State Patrol Officer	13	1.0%
18	00350	Revenue Examiner 1	12	1.0%
18	02060	Community Health Consultant	12	1.0%
18	03040	Youth Service Worker	12	1.0%
18	03345	Child Support Recovery Officer	12	1.0%
18	06298	Drivers License Clerk	12	1.0%
18	16000	Trooper	12	1.0%
20	00025	Secretary 1	11	0.9%
20	01071	Education Program Consultant	11	0.9%
23	00017	Clerk-Advanced	10	0.8%
23	02569	Rehabilitation Counselor	10	0.8%
23	07005	Custodial Worker	10	0.8%
25	00306	Accounting Clerk 2	9	0.7%
25	00708	Administrative Assistant 1	9	0.7%
25	03220	Psychiatric Security Specialist	9	0.7%
25	08375	Mechanic	9	0.7%
25	86360	Motor Vehicle Officer	9	0.7%
Totals			768	61.2%

NOTE: There were 1,255 total non-promotional hires in Fiscal Year 2005.

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

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

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

Total New Full-Time Hires by Fiscal Year by Department

DEPARTMENT	FY 98			FY 99			FY 00			FY 01		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	*	*	*	*	*	*
AGRICULTURE	15	425	3.5%	24	424	5.7%	32	440	7.3%	20	432	4.6%
AUDITOR	27	120	22.5%	31	125	24.8%	32	128	25.0%	20	117	17.1%
BLIND	6	91	6.6%	3	90	3.3%	14	99	14.1%	9	100	9.0%
CIVIL RIGHTS	0	28	0.0%	1	35	2.9%	2	32	6.3%	5	36	13.9%
COLLEGE AID	2	32	6.3%	4	35	11.4%	3	35	8.6%	5	35	14.3%
COMMERCE	16	315	5.1%	32	319	10.0%	29	316	9.2%	20	314	6.4%
CORRECTIONS	468	2,605	18.0%	427	2,815	15.2%	478	3,069	15.6%	234	3,074	7.6%
CULTURAL AFFAIRS	10	83	12.0%	10	88	11.4%	5	85	5.9%	4	83	4.8%
ECONOMIC DEVELOPMENT	14	137	10.2%	21	143	14.7%	59	185	31.9%	23	190	12.1%
EDUCATION	49	590	8.3%	55	600	9.2%	41	591	6.9%	58	613	9.5%
ELDER AFFAIRS	1	25	4.0%	3	27	11.1%	4	26	15.4%	6	31	19.4%
ETHICS/CAMPAIGN DISCLOSURE	3	8	37.5%	1	8	12.5%	0	8	0.0%	0	8	0.0%
GENERAL SERVICES	33	202	16.3%	25	212	11.8%	24	212	11.3%	13	206	6.3%
GOVERNOR'S OFFICE	2	36	5.6%	23	41	56.1%	8	47	17.0%	4	47	8.5%
HUMAN RIGHTS	4	43	9.3%	8	47	17.0%	9	48	18.8%	1	52	1.9%
HUMAN SERVICES	391	5,172	7.6%	567	5,320	10.7%	533	5,428	9.8%	545	5,477	10.0%
INFORMATION TECHNOLOGY	6	137	4.4%	6	137	4.4%	10	144	6.9%	19	136	14.0%
INSPECTIONS AND APPEALS	37	437	8.5%	28	449	6.2%	47	468	10.0%	31	481	6.4%
IOWA COMMUNICATIONS NTRK	18	70	25.7%	24	88	27.3%	11	93	11.8%	16	99	16.2%
IOWA PUBLIC TELEVISION	16	129	12.4%	21	139	15.1%	11	135	8.1%	13	129	10.1%
IPERS	*	*	*	*	*	*	*	*	*	*	*	*
JUSTICE	15	197	7.6%	23	204	11.3%	28	208	13.5%	13	218	6.0%
LAW ENFORCEMENT ACADEMY	2	26	7.7%	4	31	12.9%	0	29	0.0%	3	31	9.7%
LOTTERY	*	*	*	*	*	*	*	*	*	*	*	*
MANAGEMENT	0	31	0.0%	0	27	0.0%	5	31	16.1%	1	30	3.3%
NATURAL RESOURCES	34	797	4.3%	44	803	5.5%	57	836	6.8%	40	864	4.6%
PAROLE	0	11	0.0%	1	10	10.0%	1	12	8.3%	1	12	8.3%
PERSONNEL	14	144	9.7%	11	144	7.6%	25	159	15.7%	12	159	7.5%
PUBLIC DEFENSE	28	223	12.6%	52	265	19.6%	29	276	10.5%	28	294	9.5%
PUBLIC EMPLOYMENT RELATIONS	1	12	8.3%	0	12	0.0%	1	12	8.3%	0	12	0.0%
PUBLIC HEALTH	24	309	7.8%	37	329	11.2%	38	346	11.0%	49	373	13.1%
PUBLIC SAFETY	53	891	5.9%	79	916	8.6%	63	943	6.7%	71	946	7.5%
REVENUE AND FINANCE	11	572	1.9%	31	567	5.5%	28	566	4.9%	12	560	2.1%
SECRETARY OF STATE	5	40	12.5%	6	38	15.8%	4	40	10.0%	3	41	7.3%
TRANSPORTATION	181	3,426	5.3%	337	3,562	9.5%	199	3,569	5.6%	156	3,533	4.4%
TREASURER	2	20	10.0%	12	20	60.0%	6	21	28.6%	8	21	38.1%
VETERAN'S AFFAIRS	88	710	12.4%	87	697	12.5%	102	762	13.4%	82	754	10.9%
WORKFORCE DEVELOPMENT	45	864	5.2%	39	850	4.6%	46	847	5.4%	45	851	5.3%
GRAND TOTALS	1,621	18,958	8.6%	2,077	19,617	10.6%	1,984	20,246	9.8%	1,570	20,359	7.7%

* Department not in existence at the time.

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

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

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

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

DEPARTMENT	FY 02			FY 03			FY 04			FY 05		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	*	*	*	*	*	*	23	366	6.3%	19	366	5.2%
AGRICULTURE	9	381	2.4%	17	385	4.4%	10	381	2.6%	18	380	4.7%
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	***	***	***	16	51	31.4%
AUDITOR	3	101	3.0%	12	103	11.7%	10	100	10.0%	38	112	33.9%
BANKING	***	***	***	***	***	***	***	***	***	7	62	11.3%
BLIND	5	95	5.3%	9	100	9.0%	5	102	4.9%	5	99	5.1%
CIVIL RIGHTS	0	35	0.0%	0	28	0.0%	1	27	3.7%	1	23	4.3%
COLLEGE AID	2	36	5.6%	0	37	0.0%	3	36	8.3%	5	41	12.2%
COMMERCE	10	293	3.4%	12	287	4.2%	36	308	11.7%	***	***	***
CORRECTIONS	71	2,863	2.5%	309	2,977	10.4%	114	2,939	3.9%	117	2,871	4.1%
CREDIT UNION	***	***	***	***	***	***	***	***	***	5	16	31.3%
CULTURAL AFFAIRS	0	70	0.0%	5	63	7.9%	9	65	13.8%	3	64	4.7%
ECONOMIC DEVELOPMENT	25	201	12.4%	13	207	6.3%	14	216	6.5%	6	131	4.6%
EDUCATION	38	612	6.2%	32	599	5.3%	23	609	3.8%	38	592	6.4%
ELDER AFFAIRS	4	29	13.8%	0	29	0.0%	2	24	8.3%	4	28	14.3%
ETHICS/CAMPAIGN DISCLOSURE	0	5	0.0%	0	6	0.0%	0	6	0.0%	0	6	0.0%
FINANCE AUTHORITY	***	***	***	***	***	***	***	***	***	5	86	5.8%
GENERAL SERVICES	4	174	2.3%	9	162	5.6%	**	**	**	**	**	**
GOVERNOR'S OFFICE	7	44	15.9%	11	39	28.2%	4	40	10.0%	5	40	12.5%
HUMAN RIGHTS	3	51	5.9%	2	51	3.9%	6	54	11.1%	4	57	7.0%
HUMAN SERVICES	241	5,136	4.7%	266	5,038	5.3%	381	5,146	7.4%	474	5,237	9.1%
INFORMATION TECHNOLOGY	4	113	3.5%	8	116	6.9%	**	**	**	**	**	**
INSPECTIONS AND APPEALS	17	456	3.7%	28	459	6.1%	31	474	6.5%	31	488	6.4%
INSURANCE	***	***	***	***	***	***	***	***	***	5	84	6.0%
IOWA COMMUNICATIONS NTRK	5	97	5.2%	7	95	7.4%	5	96	5.2%	2	90	2.2%
IOWA PUBLIC TELEVISION	5	123	4.1%	0	112	0.0%	6	116	5.2%	2	110	1.8%
IPERS	***	***	***	***	***	***	1	86	1.2%	6	83	7.2%
JUSTICE	10	210	4.8%	3	202	1.5%	15	207	7.2%	21	203	10.3%
LAW ENFORCEMENT ACADEMY	1	30	3.3%	0	27	0.0%	0	27	0.0%	0	27	0.0%
LOTTERY	***	***	***	***	***	***	1	108	0.9%	2	108	1.9%
MANAGEMENT	1	27	3.7%	0	27	0.0%	1	28	3.6%	1	27	3.7%
NATURAL RESOURCES	36	853	4.2%	50	880	5.7%	49	898	5.5%	38	912	4.2%
PAROLE	1	11	9.1%	0	10	0.0%	0	11	0.0%	1	10	10.0%
PERSONNEL	6	148	4.1%	5	151	3.3%	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	***	***	0	10	0.0%
PUBLIC DEFENSE	26	306	8.5%	32	327	9.8%	49	366	13.4%	23	373	6.2%
PUBLIC EMPLOYMENT RELATIONS	0	9	0.0%	1	10	10.0%	0	10	0.0%	0	10	0.0%
PUBLIC HEALTH	32	372	8.6%	40	397	10.1%	23	388	5.9%	45	394	11.4%
PUBLIC SAFETY	5	898	0.6%	7	861	0.8%	16	838	1.9%	56	847	6.6%
REVENUE***	3	491	0.6%	3	473	0.6%	23	359	6.4%	22	369	6.0%
SECRETARY OF STATE	0	30	0.0%	7	34	20.6%	4	35	11.4%	3	39	7.7%
TRANSPORTATION	8	3,139	0.3%	136	3,163	4.3%	57	3,156	1.8%	106	3,112	3.4%
TREASURER	5	24	20.8%	7	21	33.3%	6	24	25.0%	5	22	22.7%
UTILITIES	***	***	***	***	***	***	***	***	***	4	90	4.4%
VETERAN'S AFFAIRS	54	733	7.4%	74	736	10.1%	86	769	11.2%	81	779	10.4%
WORKFORCE DEVELOPMENT	12	757	1.6%	28	765	3.7%	37	783	4.7%	31	753	4.1%
GRAND TOTALS	653	18,953	3.4%	1,133	18,977	6.0%	1,051	19,198	5.5%	1,255	19,202	6.5%

* Department not in existence at the time.

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

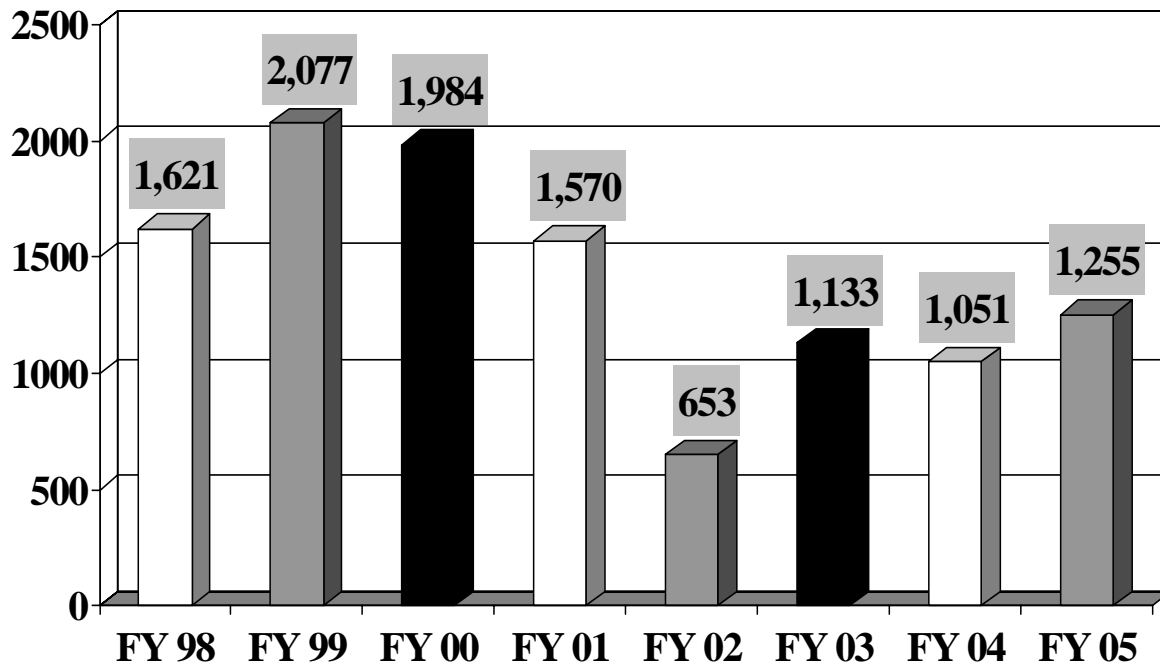
*** Formerly part of other department and now are their own department.

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

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

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

Total New Full-Time Hires by Fiscal Year

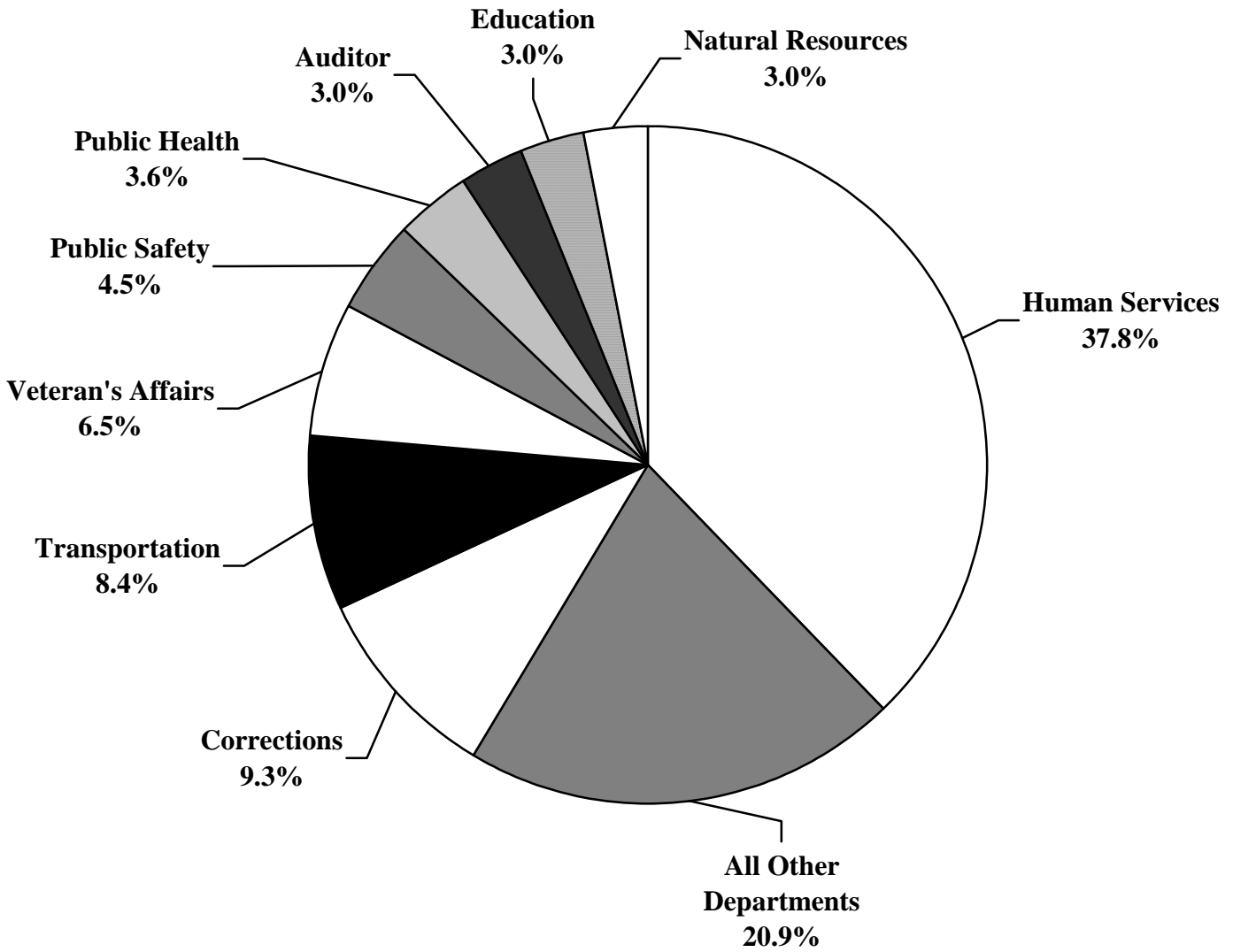


NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

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

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

New Full-Time Hire Percentages by Department, Fiscal Year 2005



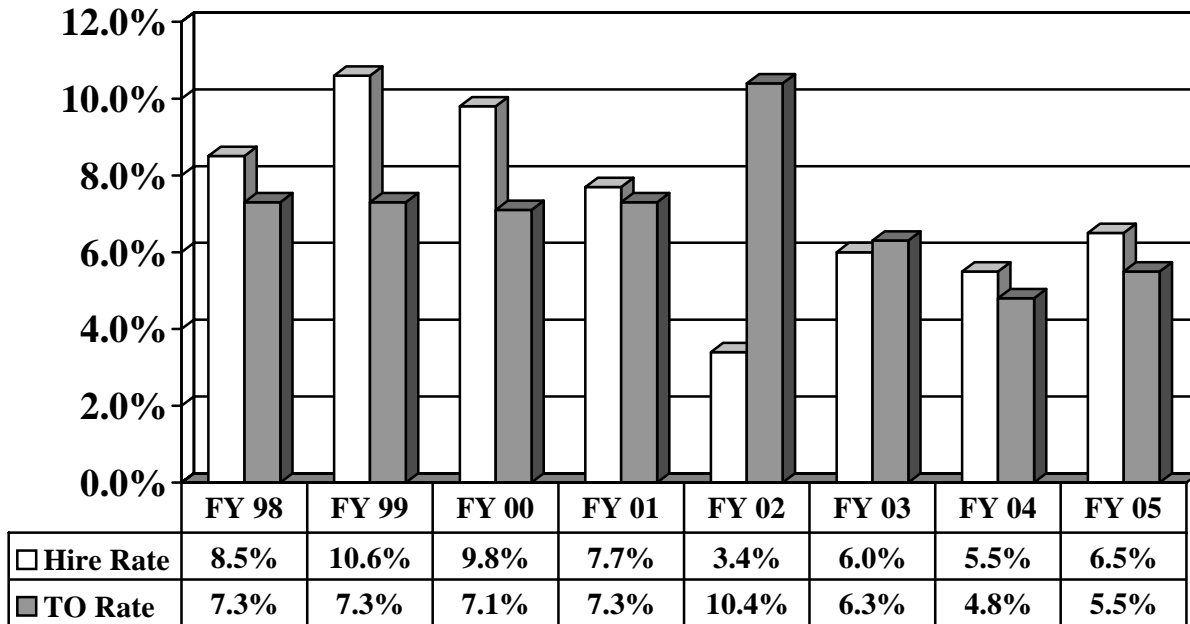
NOTE: Percentages are rounded and may not sum to exactly 100%.

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

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

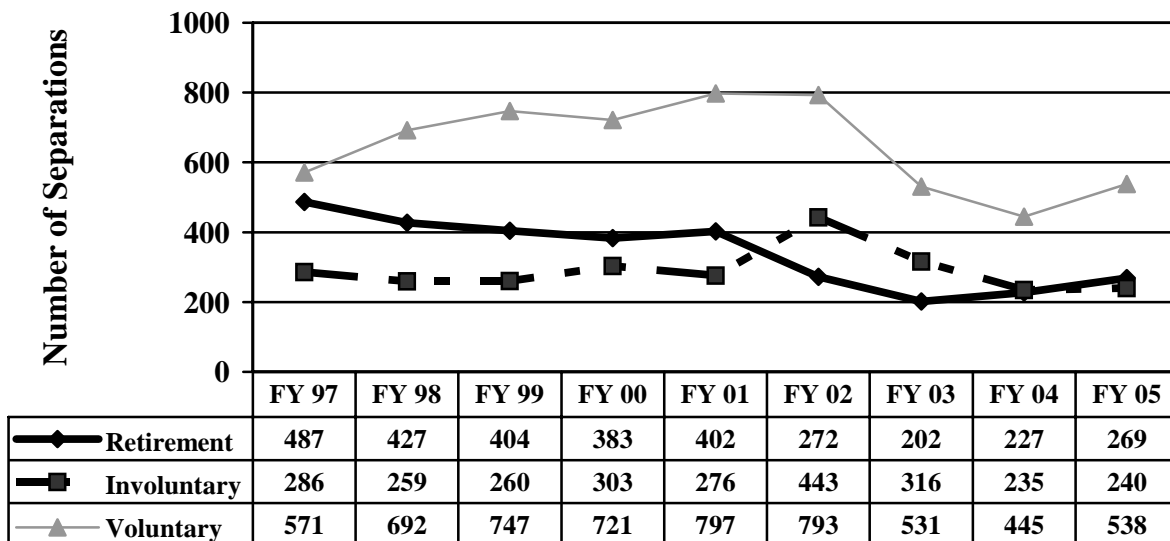
Source: Iowa Department of Administrative Services, HRE - AS/400 Query: PPeterson.

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



NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.
NOTE: Executive Branch separation rate includes only individuals who have left Executive Branch employment.

Separation Type



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

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

Top 25 Executive Branch Separations by Class, Fiscal Year 2005

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '05 Separations
1	03201	Resident Treatment Worker	131	12.5%
2	86406	Correctional Officer	81	7.7%
3	03011	Social Worker 2	53	5.1%
4	00013	Typist-Advanced	24	2.3%
5	03089	Income Maintenance Worker 2	22	2.3%
6	08111	Equipment Operator	21	2.0%
7	02002	Licensed Practical Nurse	20	1.9%
9	00025	Secretary 1	19	1.8%
9	02020	Registered Nurse	19	1.8%
10	04538	Health Facilities Surveyor	13	1.2%
12	03040	Youth Services Worker	11	1.1%
12	06298	Drivers License Clerk	11	1.1%
14	02569	Rehabilitation Counselor	10	1.0%
14	07005	Custodial Worker	10	1.0%
18	00026	Secretary 2	9	0.9%
18	00306	Accounting Clerk 2	9	0.9%
18	04023	Program Planner 3	9	0.9%
18	94585	Assistant Auditor 2	9	0.9%
25	00017	Clerk - Advanced	8	0.8%
25	00120	Information Technician Specialist 3	8	0.8%
25	03220	Psychiatric Security Specialist	8	0.8%
25	04513	Environmental Specialist	8	0.8%
25	16005	Trooper, Senior	8	0.8%
25	45009	Assistant Attorney General 3	8	0.8%
25	87237	Correctional Food Service Coordinator	8	0.8%
25	88018	Correctional Trades Leader	8	0.8%
TOTALS			545	52.1%

NOTE: There were a total of 1,047 individuals who separated from Executive Branch employment in Fiscal Year 2005.

-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 98			FY 99			FY 00			FY 01		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	*	*	*	*	*	*	*	*	*	*	*	*
AGRICULTURE	8	2	9	18	1	5	13	2	12	7	3	13
AUDITOR	1	0	23	0	1	20	1	0	24	1	0	21
BLIND	1	2	3	0	0	4	3	1	5	5	0	3
CIVIL RIGHTS	0	0	0	0	0	1	0	0	1	1	0	0
COLLEGE AID	1	1	2	0	0	2	2	0	0	1	0	3
COMMERCE	7	0	15	5	1	23	8	4	19	9	1	17
CORRECTIONS	35	52	111	33	55	118	31	62	134	26	64	140
CULTURAL AFFAIRS	0	1	3	0	1	1	1	1	6	0	2	6
ECONOMIC DEVELOPMENT	3	0	8	2	0	16	1	1	22	5	2	14
EDUCATION	24	4	28	20	5	22	22	3	27	24	6	20
ELDER AFFAIRS	3	0	1	0	2	1	1	0	4	3	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	1	1	0	0	0	0	1	0	0	0
GENERAL SERVICES	11	7	8	5	1	9	6	6	6	8	2	14
GOVERNOR'S OFFICE	0	5	2	4	0	15	1	0	2	1	0	3
HUMAN RIGHTS	3	0	3	1	1	3	0	2	4	1	1	1
HUMAN SERVICES	109	67	205	93	91	217	82	115	198	114	112	236
INFORMATION TECHNOLOGY	6	0	4	4	1	3	3	0	2	2	2	4
INSPECTIONS AND APPEALS	7	6	17	10	3	14	17	3	14	10	4	12
IOWA COMMUNICATIONS NTRK	0	2	4	1	3	9	2	0	6	1	1	9
IOWA PUBLIC TELEVISION	4	2	3	1	0	7	1	2	12	4	2	9
JUSTICE	1	1	10	1	3	7	2	1	13	2	0	6
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	2	0	1	0	0	0	1
MANAGEMENT	0	0	2	0	0	4	0	0	1	0	2	1
NATURAL RESOURCES	17	2	20	22	2	17	11	3	16	13	2	17
PAROLE	0	0	0	1	0	1	0	0	1	0	0	1
PERSONNEL	1	1	8	5	1	8	4	2	10	1	0	10
IPERS	***	***	***	***	***	***	***	***	***	***	***	***
PUBLIC DEFENSE	5	4	18	5	0	11	7	2	11	2	1	12
PUBLIC EMPLOYT RELATIONS	0	0	0	0	0	0	0	0	0	0	0	0
PUBLIC HEALTH	6	2	9	5	3	11	10	6	12	6	4	15
PUBLIC SAFETY	17	1	27	29	3	20	11	4	15	21	7	29
REVENUE AND FINANCE*	14	4	15	9	6	16	12	5	7	11	3	6
LOTTERY	***	***	***	***	***	***	***	***	***	***	***	***
SECRETARY OF STATE	3	0	4	1	0	8	1	0	1	0	0	2
TRANSPORTATION	105	44	46	92	37	67	77	38	75	85	25	93
TREASURER	0	2	3	0	2	7	0	1	2	0	2	6
VETERAN'S AFFAIRS	5	40	48	14	33	50	15	31	39	12	19	53
WORKFORCE DEVELOPMENT	30	7	32	22	4	28	38	7	19	26	8	19
GRAND TOTALS	427	259	692	404	260	747	383	303	721	402	276	797
AVERAGE AGE	62.01	42.39	37.66	61.55	39.63	37.73	61.52	40.51	37.14	61.17	40.99	37.08
AVERAGE LENGTH OF SERVICE	23.59	7.61	5.52	23.37	6.67	5.59	23.97	6.96	4.77	24.74	6.44	4.36

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

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

NOTE: Executive Branch separations includes only individuals who have left Executive Branch employment.

-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 02			FY 03			FY 04			FY 05		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	*	*	*	*	*	*	3	8	11	2	3	10
AGRICULTURE	8	14	11	1	3	7	7	4	4	8	2	4
ALCOHOLIC BEVERAGES	***	***	***	***	***	***	***	***	***	2	2	8
AUDITOR	1	6	10	0	0	6	2	1	9	0	0	22
BANKING	***	***	***	***	***	***	***	***	***	0	1	4
BLIND	4	4	1	1	1	1	2	1	1	4	0	3
CIVIL RIGHTS	1	0	0	0	0	1	0	0	1	1	2	0
COLLEGE AID	1	0	1	1	0	0	0	0	5	1	0	0
COMMERCE	3	11	10	4	0	8	1	7	6	***	***	***
CORRECTIONS	24	64	138	18	69	94	45	34	79	34	44	70
CREDIT UNION	***	***	***	***	***	***	***	***	***	0	1	3
CULTURAL AFFAIRS	0	6	4	0	3	3	2	1	3	1	2	3
ECONOMIC DEVELOPMENT	1	1	17	2	3	12	0	4	5	0	4	2
EDUCATION	13	2	22	8	20	12	5	3	15	16	9	19
ELDER AFFAIRS	1	1	3	1	0	1	0	0	1	0	1	0
ETHICS/CAMPAIGN DISCLOSURE	1	0	0	0	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	***	***	***	***	***	***	***	***	***	0	1	3
GENERAL SERVICES	3	13	12	4	6	2	**	**	**	**	**	**
GOVERNOR'S OFFICE	0	0	10	0	2	6	0	0	1	0	0	7
HUMAN RIGHTS	0	1	2	0	1	1	0	0	2	2	1	0
HUMAN SERVICES	85	163	253	71	105	152	53	100	137	75	93	182
INFORMATION TECHNOLOGY	2	10	2	1	2	7	**	**	**	**	**	**
INSPECTIONS AND APPEALS	3	4	23	8	16	27	7	4	14	10	2	23
INSURANCE	***	***	***	***	***	***	***	***	***	0	1	5
IOWA COMMUNICATIONS NTWRK	0	0	5	1	1	6	0	0	2	3	1	3
IOWA PUBLIC TELEVISION	1	1	5	0	1	5	1	0	1	1	1	3
IPERS	***	***	***	***	***	***	1	1	2	2	1	3
JUSTICE	0	0	14	2	0	7	0	0	7	1	1	18
LAW ENFORCEMENT ACADEMY	1	0	0	2	0	0	0	0	0	0	0	0
LOTTERY	***	***	***	***	***	***	0	0	0	1	0	0
MANAGEMENT	0	0	1	0	0	0	0	0	0	0	0	0
NATURAL RESOURCES	7	2	23	10	2	11	24	8	10	8	4	11
PAROLE	1	1	0	0	0	0	0	0	0	1	0	0
PERSONNEL	1	1	6	0	2	1	**	**	**	**	**	**
PROFESSIONAL LICENSING	***	***	***	***	***	***	***	***	***	0	0	0
PUBLIC DEFENSE	6	4	9	0	3	12	3	4	12	2	2	9
PUBLIC EMPLOYMENT RELATION	0	3	0	0	0	0	0	0	0	0	0	0
PUBLIC HEALTH	10	5	15	6	3	15	6	3	23	7	2	18
PUBLIC SAFETY	17	8	18	12	4	21	13	7	19	23	5	14
REVENUE*	7	16	5	8	5	2	4	5	2	4	4	3
SECRETARY OF STATE	0	4	3	0	0	1	1	0	2	0	0	1
TRANSPORTATION	44	60	106	27	29	48	19	22	26	32	19	37
TREASURER	0	1	1	0	2	7	0	0	2	0	2	4
UTILITIES	***	***	***	***	***	***	***	***	***	0	0	1
VETERAN'S AFFAIRS	11	20	39	6	28	48	15	13	36	15	22	34
WORKFORCE DEVELOPMENT	15	17	24	8	5	7	13	5	7	13	7	11
GRAND TOTALS	272	443	793	202	316	531	227	235	445	269	240	538
AVERAGE AGE	61.32	42.27	37.38	60.76	42.87	37.72	60.58	43.15	38.21	60.96	43.96	38.62
AVERAGE LENGTH OF SERVICE	22.73	8.21	5.20	21.40	7.84	5.70	23.76	7.74	5.17	21.27	7.81	5.57

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

* Department not in existence at the time.

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

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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.

Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '04	FT Employees FY '05	Hires	Transfer In	Retires	Terms	Quits	Early Out	Transfer Out	Hire Rate	Separation Rate
ADMINISTRATION SERVICES	366	366	19	13	2	3	10	18	7	8.74%	10.93%
AGRICULTURE	381	380	18	3	8	2	4	5	3	5.52%	5.78%
ALCOHOLIC BEVERAGES***	47	51	16	0	2	2	8	0	0	32.65%	24.49%
AUDITOR	100	112	38	1	0	0	22	1	4	36.79%	25.47%
BANKING***	61	62	7	0	0	1	4	0	1	11.38%	9.76%
BLIND	102	99	5	0	4	0	3	0	1	4.98%	7.96%
CIVIL RIGHTS	27	23	1	0	1	2	0	2	1	4.00%	24.00%
COLLEGE AID	36	41	5	0	1	0	0	0	0	12.99%	2.60%
COMMERCE*	***	***	***	***	***	***	***	***	***	NA	NA
CORRECTIONS	2,939	2,871	117	9	34	44	70	31	26	4.34%	7.06%
CREDIT UNION***	15	16	5	0	0	1	3	0	0	32.26%	25.81%
CULTURAL AFFAIRS	65	64	3	1	1	2	3	0	1	6.20%	10.85%
ECONOMIC DEVELOPMENT***	132	131	6	3	0	4	2	1	3	6.84%	7.60%
EDUCATION	609	592	38	8	16	9	19	10	3	7.66%	9.49%
ELDER AFFAIRS	24	28	4	1	0	1	0	0	1	19.23%	7.69%
ETHICS/CAMPAIGN DISCLOSURE	6	6	0	1	0	0	0	0	0	16.67%	0.00%
FINANCE AUTHORITY***	84	86	5	4	0	1	3	0	3	10.59%	8.24%
GENERAL SERVICES	**	**	**	**	**	**	**	**	**	**	**
GOVERNOR'S OFFICE	40	40	5	6	0	0	7	0	2	27.50%	22.50%
HUMAN RIGHTS	54	57	4	2	2	1	0	0	0	10.81%	5.41%
HUMAN SERVICES	5,146	5,237	474	21	75	93	182	50	38	9.53%	8.44%
INFORMATION TECHNOLOGY	**	**	**	**	**	**	**	**	**	**	**
INSPECTIONS AND APPEALS	474	488	31	23	10	2	23	1	5	11.23%	8.52%
INSURANCE***	86	84	5	1	0	1	5	2	1	7.06%	10.59%
IOWA COMMUNICATIONS NTRK	96	90	2	0	3	1	3	0	1	2.15%	8.60%
IOWA PUBLIC TELEVISION	116	110	2	0	1	1	3	2	1	1.77%	7.08%
IPERS	86	83	6	3	2	1	3	4	1	10.65%	13.02%
JUSTICE*	207	203	21	1	1	1	18	1	4	10.73%	12.20%
LAW ENFORCEMENT ACADEMY	27	27	0	0	0	0	0	0	0	0.00%	0.00%
LOTTERY***	108	108	2	0	1	0	0	1	0	1.85%	1.85%
MANAGEMENT	28	27	1	1	0	0	0	1	3	7.27%	14.55%
NATURAL RESOURCES	898	912	38	4	8	4	11	13	3	4.64%	4.31%
PAROLE	11	10	1	0	1	0	0	0	0	9.52%	9.52%
PERSONNEL	**	**	**	**	**	**	**	**	**	**	**
PROFESSIONAL LICENSING***	10	10	0	0	0	0	0	0	0	0.00%	0.00%
PUBLIC DEFENSE	366	373	23	3	2	2	9	5	3	7.04%	5.68%
PUBLIC EMPLOYMENT RELATIONS	10	10	0	0	0	0	0	0	0	0.00%	0.00%
PUBLIC HEALTH	388	394	45	6	7	2	18	6	11	13.04%	11.25%
PUBLIC SAFETY	838	847	56	3	23	5	14	1	5	7.00%	5.70%
REVENUE***	359	369	22	8	4	4	3	7	4	8.24%	6.04%
SECRETARY OF STATE	35	39	3	2	0	0	1	0	0	13.51%	2.70%
TRANSPORTATION	3,156	3,112	106	****	32	19	37	63	****	N/A	N/A
TREASURER	24	22	5	0	0	2	4	1	0	21.74%	30.43%
UTILITIES***	89	90	4	0	0	0	1	0	1	4.47%	2.23%
VETERAN'S AFFAIRS	769	779	81	3	15	22	34	10	0	10.85%	10.47%
WORKFORCE DEVELOPMENT	783	753	31	8	13	7	11	26	11	5.08%	8.85%

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

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

NOTE: Rates determined by dividing by the average of FY '04 FT employee headcount and FY '05 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '05.

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

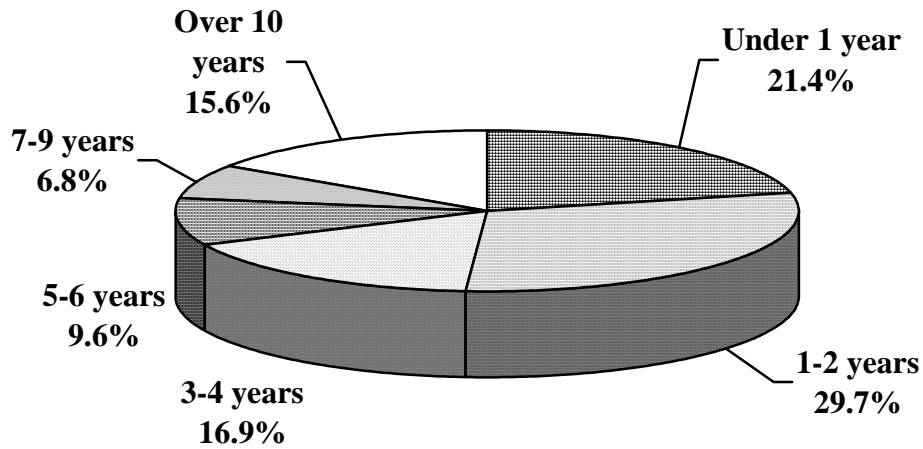
- * Consumer Advocate Office previously reported as part of Commerce is now included with Justice.
- ** Former individual departments, which now make up the Department of Administrative Services.
- *** Formerly part of other department and now reported as their own department
- **** Data not available.

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

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

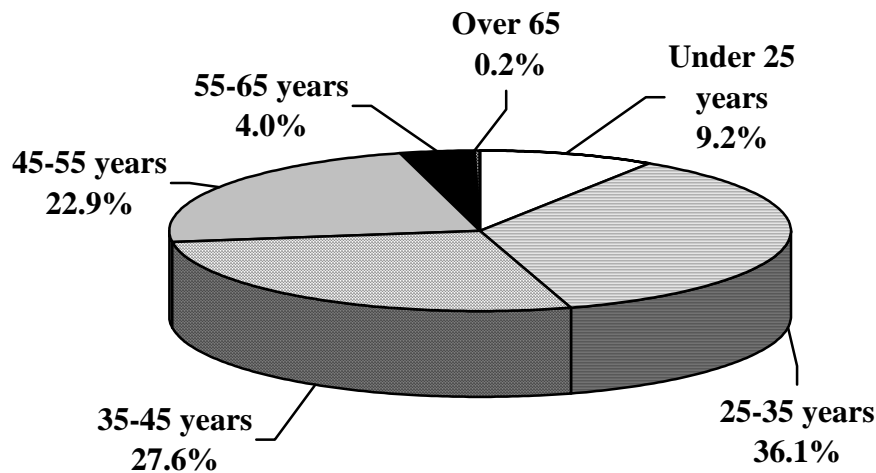
Voluntary Executive Branch Separations by Length of Service

(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 2005

DEPARTMENT	Vacation Payout	Sick Leave Payout
ADMINISTRATIVE SERVICES	\$5,691,556.15	\$2,592.42
AGRICULTURE	\$98,632.87	\$13,946.50
ALCOHOLIC BEVERAGES**	\$24,659.12	\$4,000.00
AUDITOR	\$91,587.21	\$0.00
BANKING**	\$57,612.62	\$0.00
BLIND	\$38,909.08	\$6,000.00
CIVIL RIGHTS	\$42,410.13	\$2,000.00
COLLEGE AID	\$52,902.34	\$2,000.00
COMMERCE	**	**
CORRECTIONS	\$514,729.01	\$50,084.47
CREDIT UNION**	\$21,827.20	\$0.00
CULTURAL AFFAIRS	\$89,974.48	\$2,000.00
ECONOMIC DEVELOPMENT	\$16,630.43	\$4,000.00
EDUCATION	\$305,601.61	\$18,104.45
ELDER AFFAIRS	\$10,413.87	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	\$1,202.24	\$0.00
FINANCE AUTHORITY**	\$33,540.32	\$0.00
GENERAL SERVICES	*	*
GOVERNOR'S OFFICE	\$31,653.63	\$0.00
HUMAN RIGHTS	\$24,866.62	\$4,000.00
HUMAN SERVICES	\$915,209.96	\$105,630.14
INFORMATION TECHNOLOGY	*	*
INSPECTIONS AND APPEALS	\$144,015.92	\$19,878.83
INSURANCE**	\$66,268.41	\$24.45
IOWA COMMUNICATIONS NTKW	\$31,450.25	\$2,656.03
IOWA PUBLIC TELEVISION	\$54,815.67	\$28.36
IPERS**	\$101,470.72	\$4,000.00
JUSTICE	\$75,713.48	\$2,000.00
LAW ENFORCEMENT ACADEMY	\$0.00	\$0.00
LOTTERY**	\$71,582.87	\$2,000.00
MANAGEMENT	\$10,857.41	\$0.00
NATURAL RESOURCES	\$294,803.84	\$9,257.08
PAROLE	\$449.11	\$0.00
PERSONNEL	*	*
PROFESSIONAL LICENSING**	\$16,202.00	\$0.00
PUBLIC DEFENSE	\$47,283.59	\$4,012.26
PUBLIC EMPLOYMENT RELATIONS	\$0.00	\$0.00
PUBLIC HEALTH	\$123,682.61	\$15,017.34
PUBLIC SAFETY	\$426,240.98	\$10,065.43
REVENUE**	\$124,359.95	\$8,002.69
SECRETARY OF STATE	\$17,786.66	\$0.00
TRANSPORTATION	\$960,314.70	\$40,482.15
TREASURER	\$26,441.90	\$0.00
UTILITIES**	\$42,945.37	\$0.00
VETERANS AFFAIRS	\$214,506.52	\$28,986.16
WORKFORCE DEVELOPMENT	\$331,105.65	\$22,560.46
GRAND TOTALS	\$11,246,216.50	\$383,329.22

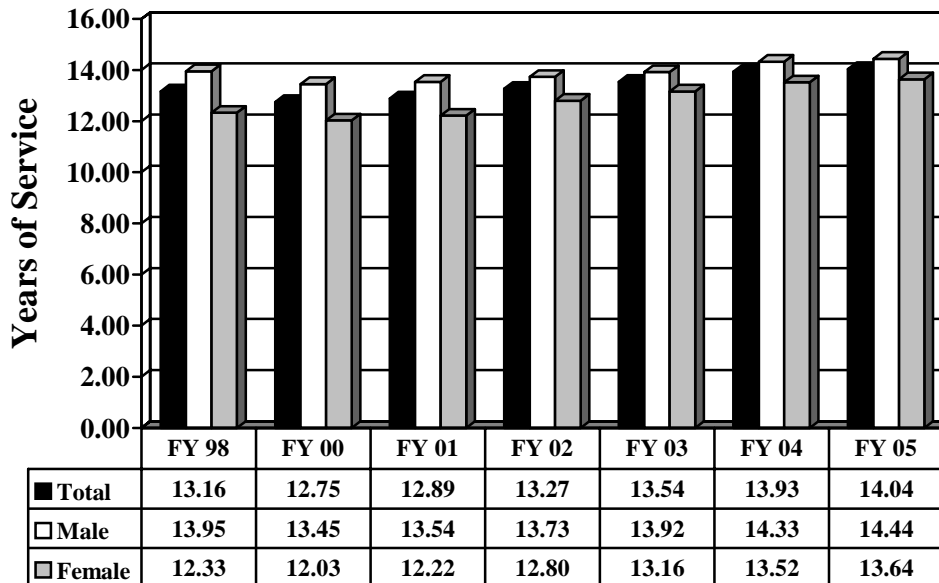
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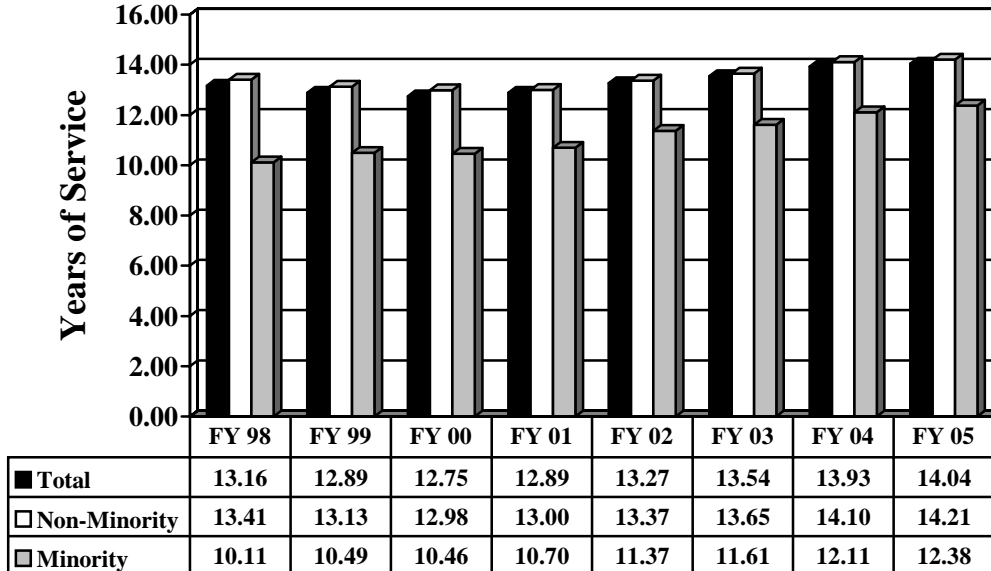
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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 2005

Department	Workforce	Ave LOS	Ave Age
ADMINISTRATIVE SERVICES	366	15.59	48.87
AGRICULTURE	380	14.99	49.08
ALCOHOLIC BEVERAGES***	51	9.05	49.28
AUDITOR	112	9.22	37.06
BANKING***	62	15.53	42.72
BLIND	99	12.86	48.83
CIVIL RIGHTS	23	13.60	50.93
COLLEGE AID	41	12.48	48.06
COMMERCE	***	***	***
CORRECTIONS	2,871	11.72	45.00
CREDIT UNION***	16	8.44	36.41
CULTURAL AFFAIRS	64	12.84	49.63
ECONOMIC DEVELOPMENT**	131	11.66	46.05
EDUCATION	592	13.58	48.95
ELDER AFFAIRS	28	10.58	47.77
ETHICS/CAMPAIGN DISCLOSURE	6	13.89	51.75
FINANCE AUTHORITY**	86	6.88	45.57
GENERAL SERVICES	*	*	*
GOVERNOR'S OFFICE	40	5.86	41.52
HUMAN RIGHTS	57	12.60	48.11
HUMAN SERVICES	5,237	14.38	46.12
INFORMATION TECHNOLOGY	*	*	*
INSPECTIONS AND APPEALS	488	12.07	48.16
INSURANCE***	84	13.50	49.30
IOWA COMMUNICATIONS NTWK	90	9.30	46.36
IOWA PUBLIC TELEVISION	110	14.49	47.17
IPERS**	83	11.71	45.19
JUSTICE	203	12.71	46.72
LAW ENFORCEMENT ACADEMY	27	14.20	54.41
LOTTERY**	108	15.17	50.25
MANAGEMENT	27	15.95	48.95
NATURAL RESOURCES	912	14.84	44.92
PAROLE	10	15.98	51.62
PERSONNEL	*	*	*
PROFESSIONAL LICENSING***	10	16.05	48.61
PUBLIC DEFENSE	373	10.27	45.82
PUBLIC EMPLOYMENT RELATIONS	10	15.10	53.25
PUBLIC HEALTH	394	10.56	46.53
PUBLIC SAFETY	847	14.41	41.81
REVENUE**	369	18.08	50.09
SECRETARY OF STATE	39	11.99	45.77
TRANSPORTATION	3,112	16.90	47.63
TREASURER	22	9.33	41.20
UTILITIES***	90	16.25	52.29
VETERAN'S AFFAIRS	779	11.21	44.99
WORKFORCE DEVELOPMENT	753	16.61	51.09
GRAND TOTALS	19,202	14.04	46.49

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

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

*** Commerce is now reported individually by division.

-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 2005

DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
ADMINISTRATIVE SERVICES	4	25	76	165	90	6
AGRICULTURE	3	30	79	153	101	14
ALCOHOLIC BEVERAGES***	1	5	11	15	18	1
AUDITOR	24	32	22	25	8	1
BANKING***	5	11	12	29	5	0
BLIND	0	12	19	44	21	3
CIVIL RIGHTS	0	0	5	10	8	0
COLLEGE AID	0	8	8	9	15	1
COMMERCE	***	***	***	***	***	***
CORRECTIONS	41	503	853	981	468	25
CREDIT UNION***	3	5	4	3	0	1
CULTURAL AFFAIRS	0	6	11	30	17	0
ECONOMIC DEVELOPMENT**	1	21	41	42	24	2
EDUCATION	2	69	117	217	177	10
ELDER AFFAIRS	2	3	4	10	8	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	1	2	3	0
FINANCE AUTHORITY**	2	15	22	26	20	1
GENERAL SERVICES	*	*	*	*	*	*
GOVERNOR'S OFFICE	3	10	4	18	5	0
HUMAN RIGHTS	0	4	22	13	16	2
HUMAN SERVICES	125	821	1,219	1,910	1,107	55
INFORMATION TECHNOLOGY	*	*	*	*	*	*
INSPECTIONS AND APPEALS	3	52	123	187	112	11
INSURANCE***	1	4	25	28	22	4
IOWA COMMUNICATIONS NTWK	0	13	27	30	20	0
IOWA PUBLIC TELEVISION	0	13	23	52	21	1
IPERS**	1	11	30	28	10	3
JUSTICE	2	27	47	87	40	0
LAW ENFORCEMENT ACADEMY	0	1	4	8	10	4
LOTTERY**	0	7	25	38	33	5
MANAGEMENT	0	0	6	16	5	0
NATURAL RESOURCES	8	204	225	291	177	7
PAROLE	0	0	3	4	3	0
PERSONNEL	*	*	*	*	*	*
PROFESSIONAL LICENSING***	0	2	1	3	4	0
PUBLIC DEFENSE	10	61	90	125	80	7
PUBLIC EMPLOYMENT RELATIONS	0	0	0	6	4	0
PUBLIC HEALTH	3	75	83	138	91	4
PUBLIC SAFETY	18	239	270	234	83	3
REVENUE**	5	26	53	161	119	5
SECRETARY OF STATE	1	7	10	10	11	0
TRANSPORTATION	15	345	737	1,276	715	24
TREASURER	2	7	4	7	2	0
UTILITIES***	0	2	16	38	30	4
VETERAN'S AFFAIRS	43	123	174	286	145	8
WORKFORCE DEVELOPMENT	1	40	140	287	264	21
GRAND TOTALS	329	2,839	4,646	7,042	4,112	234
<i>PERCENTAGES</i>	<i>1.7%</i>	<i>14.8%</i>	<i>24.2%</i>	<i>36.7%</i>	<i>21.4%</i>	<i>1.2%</i>

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

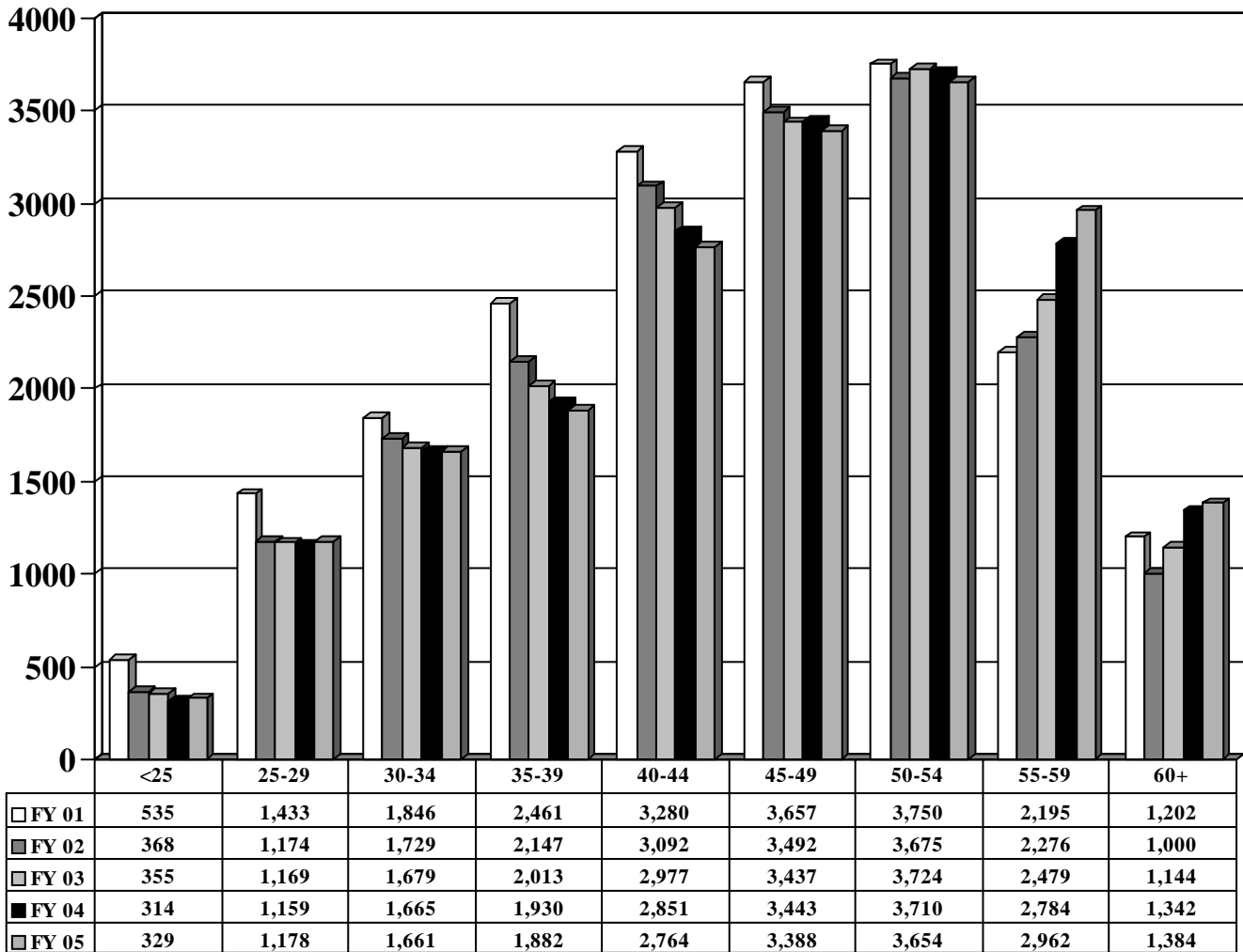
** Formerly part of other department and now are their own department.

*** Commerce is now reported individually by division.

-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 2001 through Fiscal Year 2005



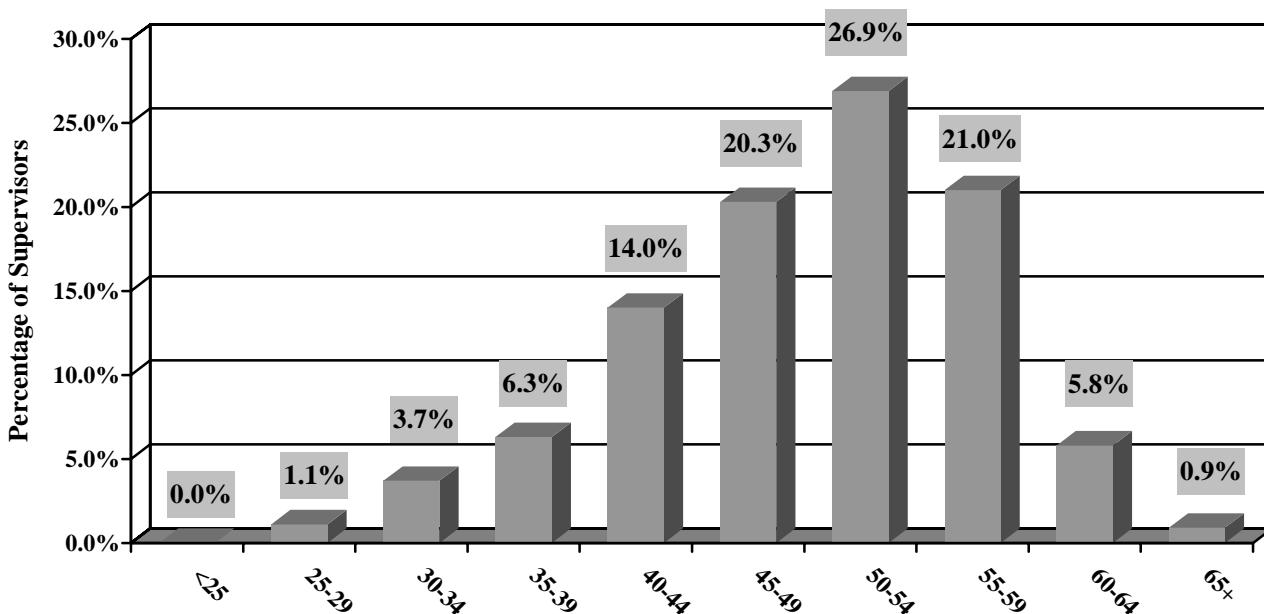
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

Supervisors by Age Groups

Age Grp	FY 98		FY 99		FY 00		FY 01		FY 02		FY 03		FY 04		FY 05	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<25	2	0.1%	1	0.1%	1	0.0%	2	0.1%	0	0.0%	1	0.1%	2	0.1%	0	0.0%
25-29	13	0.7%	19	1.0%	25	1.2%	27	1.3%	15	0.8%	19	1.0%	15	0.8%	20	1.1%
30-34	77	4.0%	83	4.2%	71	3.4%	72	3.4%	52	2.9%	61	3.4%	59	3.2%	67	3.7%
35-39	193	10.1%	198	10.0%	197	9.5%	188	8.8%	158	8.7%	131	7.2%	125	6.8%	114	6.3%
40-44	327	17.0%	336	17.0%	358	17.3%	358	16.8%	297	16.4%	277	15.3%	260	14.2%	254	14.0%
45-49	461	24.0%	466	23.6%	473	22.8%	474	22.3%	396	21.8%	377	20.8%	372	20.3%	368	20.3%
50-54	423	22.0%	462	23.4%	526	25.3%	576	27.1%	533	29.4%	527	29.0%	515	28.1%	487	26.9%
55-59	275	14.3%	292	14.8%	292	14.1%	289	13.6%	278	15.3%	315	17.3%	362	19.8%	381	21.0%
60-64	126	6.6%	95	4.8%	110	5.3%	120	5.6%	77	4.2%	88	4.8%	106	5.8%	105	5.8%
65+	24	1.2%	22	1.1%	22	1.1%	19	0.9%	10	0.6%	12	0.7%	15	0.8%	16	0.9%
Totals	1,921	100%	1,974	100%	2,075	100%	2,125	100%	1,816	100%	1,808	100%	1,831	100.0%	1,812	100.0%

Supervisors by Age Groups, Fiscal Year 2005

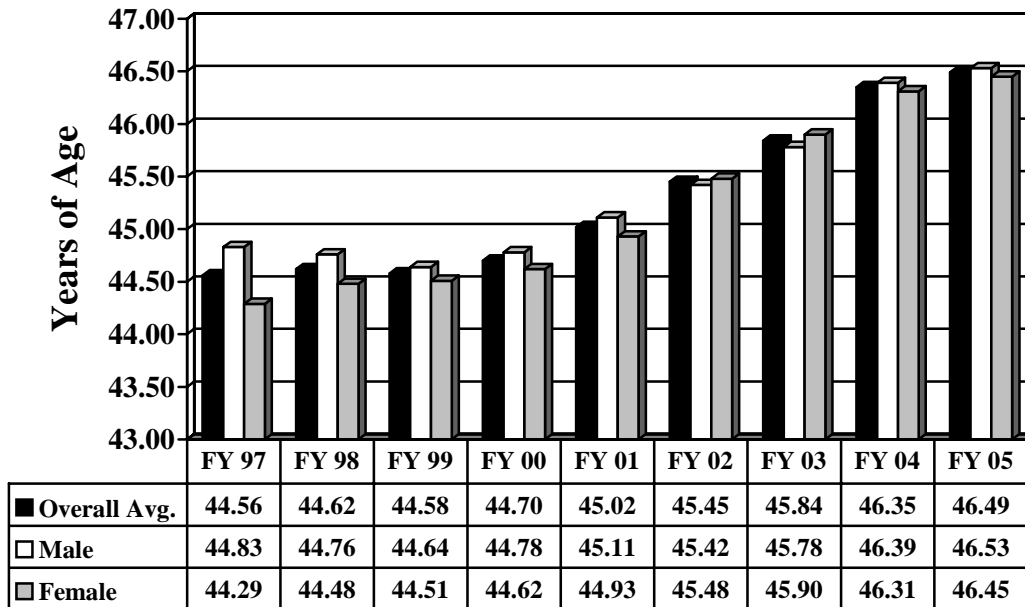


NOTE: Supervisors determined by identifying those designated as "Supervisory" under Bargaining Status in HRIS. Also, percentages are rounded and may not sum to exactly 100%.

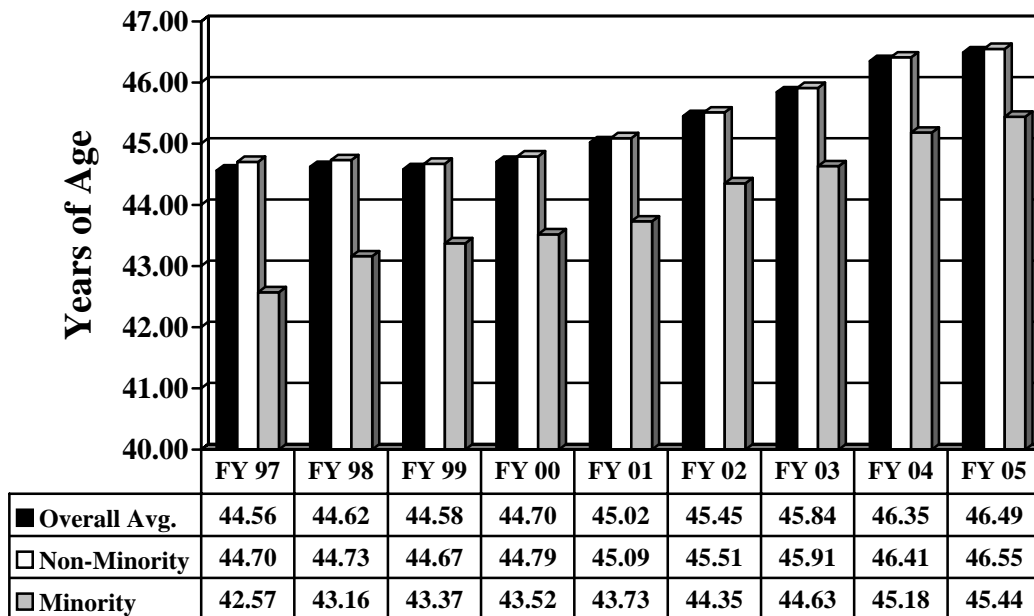
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

Average Age by Gender



Average Age by Minority Status

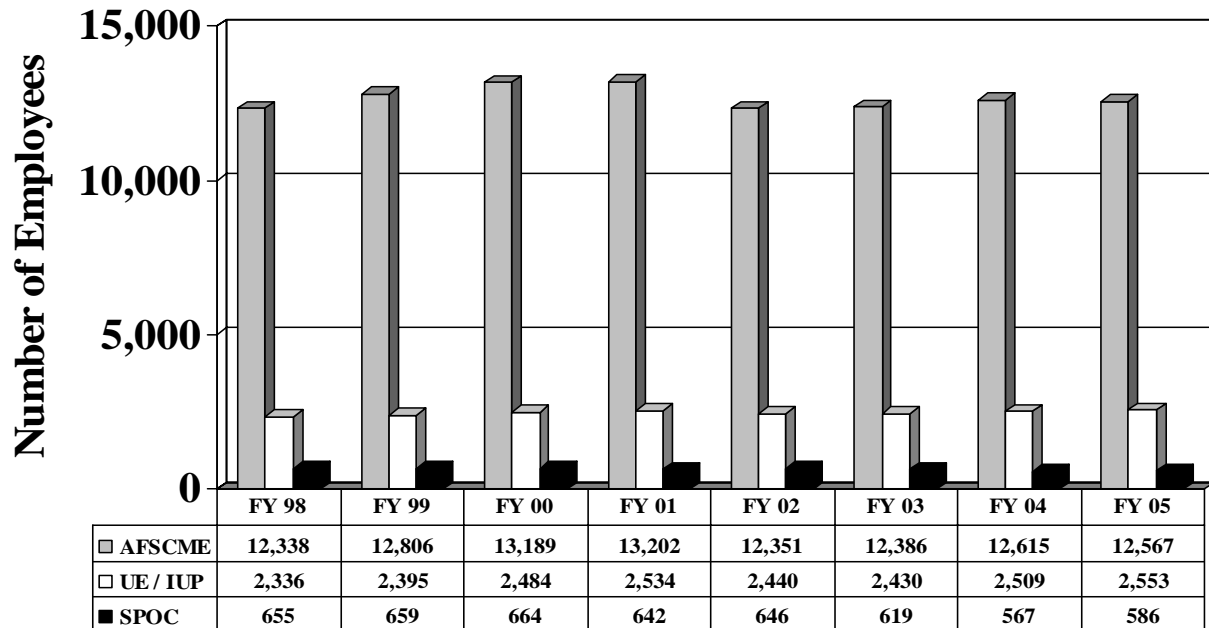


NOTE: Minority status based on self-report during orientation of new employees. Reporting not required.

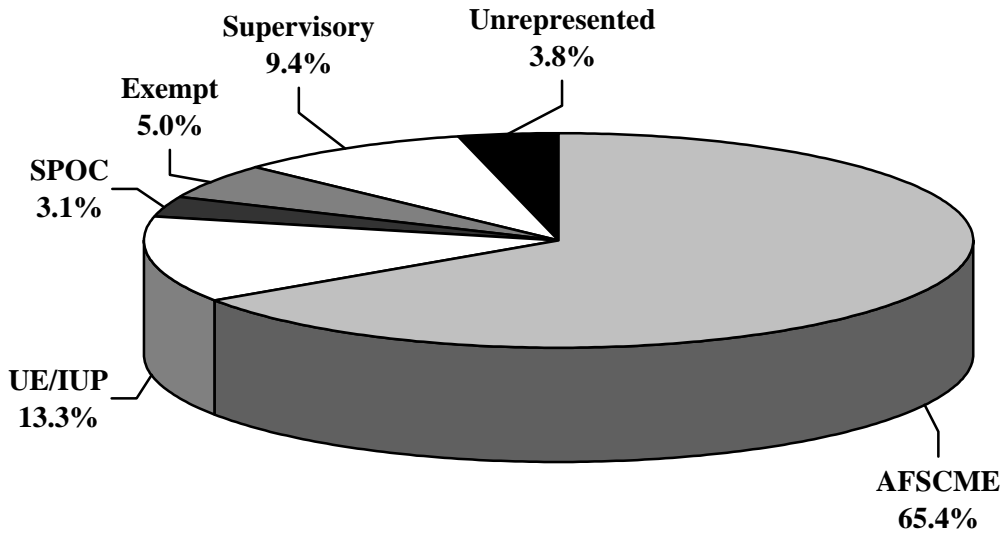
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

Bargaining Unit Coverage



Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2005



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 2005

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service
AFSCME	282	3,041	1,209	2,051
IUP	0	1,786	764	0
SPOC	0	0	0	586
EXEMPT	173	469	54	0
SUPERVISORY	662	627	91	239
UNREPRESENTED	2	704	15	0
TOTALS	1,119	6,627	2,133	2,876

Bargaining Coverage	Category 5 Paraprofessional	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	1,713	1,969	1,551	751
IUP	3	0	0	0
SPOC	0	0	0	0
EXEMPT	84	169	0	7
SUPERVISORY	76	1	95	21
UNREPRESENTED	0	0	0	0
TOTALS	1,876	2,139	1,646	779

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 98		FY 99		FY 00		FY 01	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,038	6,300	6,213	6,593	6,444	6,745	6,458	6,744
IUP	1,545	791	1,612	783	1,687	797	1,720	814
SPOC	42	613	43	616	45	619	39	603
EXEMPT	686	375	721	371	751	383	736	403
SUPERVISORY	699	1,222	735	1,239	785	1,290	824	1,301
UNREPRESENTED	208	439	241	450	256	444	264	453
SUBTOTALS	9,218	9,740	9,565	10,052	9,968	10,278	10,041	10,318
GRAND TOTALS	18,958		19,617		20,246		20,359	
	FY 02		FY 03		FY 04		FY 05	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,048	6,303	5,987	6,399	6,119	6,496	6,129	6,438
IUP	1,643	797	1,641	789	1,714	795	1,763	790
SPOC	42	604	40	579	38	529	38	548
EXEMPT	675	351	671	351	631	319	624	339
SUPERVISORY	726	1,090	736	1,072	748	1,083	740	1,072
UNREPRESENTED	253	421	272	440	276	450	282	439
SUBTOTALS	9,387	9,566	9,347	9,630	9,526	9,672	9,576	9,626
GRAND TOTALS	18,953		18,977		19,198		19,202	

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

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

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

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

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

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

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

Collective Bargaining Coverage by Minority Status

	FY 98			FY 99			FY 00			FY 01		
	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	11,566	680	92	11,998	669	317	12,343	688	158	12,363	690	149
IUP	2,194	128	14	2,255	128	62	2,341	128	15	2,391	129	14
SPOC	637	17	1	640	18	6	644	19	1	622	19	1
EXEMPT	1,000	43	18	1,031	42	22	1,071	44	19	1,074	49	16
SUPERVISORY	1,873	43	5	1,914	48	18	1,999	63	13	2,045	66	14
UNREPRESENTED	571	63	13	600	65	9	601	72	27	620	69	28
SUBTOTALS	17,841	974	143	18,438	970	434	18,999	1,014	233	19,115	1,022	222
GRAND TOTALS	18,958			19,617			20,246			20,359		
	FY 02			FY 03			FY 04			FY 05		
	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	11,550	654	147	11,578	668	140	11,814	666	135	11,773	653	141
IUP	2,306	119	15	2,287	125	18	2,360	129	20	2,390	141	22
SPOC	623	22	1	596	22	1	546	20	1	566	19	1
EXEMPT	969	41	16	966	39	17	896	35	19	909	35	19
SUPERVISORY	1,744	58	14	1,738	59	11	1,762	56	13	1,742	55	15
UNREPRESENTED	590	63	21	626	65	21	633	70	23	636	65	20
SUBTOTALS	17,782	957	214	17,791	978	208	18,011	976	211	18,016	968	218
GRAND TOTALS	18,953			18,977			19,198			19,202		

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

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

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

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

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

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 98		FY 99		FY 00		FY 01	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,338	\$30,622	12,806	\$31,532	13,189	\$32,485	13,202	\$34,528
IUP	2,336	\$34,211	2,395	\$35,533	2,484	\$36,575	2,534	\$38,264
SPOC	655	\$38,168	659	\$39,280	664	\$40,378	642	\$42,762
EXEMPT	1,061	\$42,660	1,092	\$44,095	1,134	\$45,178	1,139	\$47,411
SUPERVISORY	1,921	\$51,865	1,974	\$53,382	2,075	\$55,092	2,125	\$57,341
UNREPRESENTED	647	\$48,849	691	\$50,459	700	\$52,689	717	\$55,446
GRAND TOTALS	18,958	\$34,773	19,617	\$35,846	20,246	\$36,972	20,359	\$39,091

	FY 02		FY 03		FY 04		FY 05	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,351	\$36,373	12,386	\$38,622	12,615	\$40,734	12,567	\$42,730
IUP	2,440	\$39,931	2,430	\$41,297	2,509	\$42,263	2,553	\$44,591
SPOC	646	\$45,299	619	\$48,396	567	\$49,698	586	\$50,331
EXEMPT	1,026	\$50,638	1,022	\$52,819	950	\$55,743	963	\$56,977
SUPERVISORY	1,816	\$61,707	1,808	\$65,000	1,831	\$67,771	1,812	\$70,373
UNREPRESENTED	674	\$59,675	712	\$62,999	726	\$66,183	721	\$68,663
GRAND TOTALS	18,953	\$41,164	18,977	\$43,476	19,198	\$45,482	19,202	\$47,506

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.

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.

Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 98			FY 99			FY 00			FY 01		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	276	220	446	244	221	472	262	252	469	241	232	523
IUP	31	18	110	29	20	96	22	24	77	43	20	103
SPOC	18	1	10	18	0	4	8	0	6	17	4	5
EXEMPT	18	9	78	19	9	94	19	9	98	27	6	88
SUPERVISORY	69	8	28	82	9	60	49	12	40	60	11	39
UNREPRESENTED	15	3	20	12	1	21	23	6	31	14	3	39
TOTALS	427	259	692	404	260	747	383	303	721	402	276	797

Bargaining Coverage	FY 02			FY 03			FY 04			FY 05		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	163	350	488	122	252	363	139	182	298	173	180	342
IUP	44	45	135	40	28	67	23	26	55	25	27	74
SPOC	11	5	9	9	3	16	18	5	13	12	1	3
EXEMPT	9	17	77	4	12	38	7	5	39	10	13	68
SUPERVISORY	38	17	48	22	16	30	30	13	19	35	15	28
UNREPRESENTED	7	9	36	5	5	17	10	4	21	14	4	23
TOTALS	272	443	793	202	316	531	227	235	445	269	240	538

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

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

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

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

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

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

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

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

Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2005

State Government	Number of Staff	Avg. LOS	Avg Age
AFSCME			
Clerical	1,775	13.68	48.69
Technical	3,592	14.55	45.93
Blue Collar	2,203	13.94	48.40
Fiscal & Staff	2,079	14.89	47.60
Fiscal & Staff (Field Status)	337	14.25	49.50
Security	2,030	11.09	43.31
Patient Care	551	11.16	46.36
Totals	12,567	13.66	46.72
UE/IUP			
Social Services	1,417	12.04	43.83
Science	451	13.19	44.93
Social Services-IMW	685	15.48	46.49
Totals	2,553	13.16	44.74
SPOC			
Public Safety	586	13.17	38.43
NONCONTRACT			
Exempt	963	13.60	45.92
Supervisory	1,812	19.22	49.92
Unrepresented	721	12.12	47.45
Totals	3,496	16.21	48.31
GRAND TOTAL	19,202	14.04	46.49

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.

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.

Executive Branch Departments

Administrative Services (005)

Agriculture -

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

Auditor (126)

Blind (131)

Civil Rights (167)

College Aid (284)

Commerce - Alcoholic Beverages (212)

Commerce - Banking (213)

Commerce - Credit Union (214)

Commerce - Insurance (216)

Commerce - Professional Licensing (217)

Commerce - Utilities

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 (269)

Finance Authority (270)

Education -

Education (282)
Vocational Rehabilitation (283)

Elder Affairs (297)

Ethics & Campaign Disclosure (167)

Governor's Office -

Governor's Office (350)
Office of Drug Control Policy (642)

Human Rights (379)

Human Services -

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)
Inspections & Appeals -	Central Office (427) Appellate Defender (428) Racing and Gaming (429)
Iowa Communications Network (336) Iowa Public Television (285)	
Justice -	Attorney General's Office (112) Highway Safety (113)
Law Enforcement Academy (467)	
Management -	Management (532) State & Federal Relations (640)
Natural Resources (542) Parole (547) IPERS (553)	
Public Defense -	Public Defense (582) Emergency Management (583)
Public Employment Relations (572) Public Health (588) Public Safety (595) Revenue (625) Lottery (627) Secretary of State (635) Transportation (645) Treasurer (655) Veteran's Affairs (671) Workforce Development (309)	

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