

Department of DOC-IPI (250) Facts – FY '08

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



General Information

Address: 2323 Dean Avenue
Des Moines, IA 50317

Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 89	# PT EEs: 0	# Temporary EEs: 5	Average Length of Service: 13.96
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Span of Control: 5.67	% Performance Evaluations Completed: 90%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	41	<25	0	45-54	8	# of Females:	28	# of Males:	61
25-34	5	55-64	21	25-34	0	55-64	3	% of WF:	31.46%	% of WF:	68.54%
35-44	22	65+	0	35-44	5	65+	0	Average Age:	47.25	Average Age:	48.96
Employee Average Age: 48.42				Supervisor Average Age: 48.32				Average Length of Service: 14.86		Average Length of Service: 13.54	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	4	# of African-American:	0	# of Non-minorities:	84
% of Workforce:	4.49%	# of Asian:	0	% of Workforce:	94.38%
Average Age:	42.89	# of American Indian:	1	Average Age:	48.55
Average Length of Service:	10.35	# of Hispanic or Latino:	3	Average Length of Service:	14.16

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	78
% of Workforce:	7.87%	% of Workforce:	87.64%
Average Age:	54.32	Average Age:	47.74
Average Length of Service:	20.40	Average Length of Service:	13.48

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 11	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 9	Skilled Craft EEO Category 7: 51	Service/Maintenance EEO Category 8: 5

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 8	Transfer In: N/A
Retirements: 1	All Terminations: 1	Voluntary Quits: 1	Transfer Out: N/A

# of Classes Used: 24	Most Populous Classes: State Industries Technician (20), Senior State Industries Technician (16), State Industries Supervisor (9)		
Separations - By Class:	Transport Driver (2), Secretary 2 (1)		
# Eligible for Retirement:	18 in next 5 years	% Eligible: 20.22%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$18,251.85	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$4,627,738.02	Avg. Base Salary: \$52,878	Overtime Days Worked: 216.8
Overtime Cost: \$59,031.24	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$152.00	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,276.36	Vacation Pay - Earned Value: \$368,315.91	Vacation Days Earned: 1,741.2	Vacation Used Expense: \$341,866.10	Vacation Days Taken: 1,599.2
Workers' Comp Days Used: 17	Sick Leave Days Earned: 1,229.5 Sick Leave -Earned Value: \$237,579.20	Reg. Sick Leave Used Expense: \$83,650.17	Reg. Sick Leave Days Used: 437.2 Avg. Sick Leave Days Per EE: 4.91	Converted Sick Leave To Vacation Days Used: 76.5 Converted Sick Leave To Vacation Used Expense: \$15,410.24
Injury Leave Used Expense: \$1,069.66	Injury Leave Days Used: 6.7	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 3 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$31,574.40	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$10,020.20	Funeral Days Used: 51.8	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 5, 2009