

# Department of DOC-NCF (245) Facts – FY '07

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



## General Information

**Address:** 307 S. 60<sup>th</sup> Avenue, W  
Newton, IA 50208

## Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

|               |             |                    |                                 |
|---------------|-------------|--------------------|---------------------------------|
| # FT EEs: 332 | # PT EEs: 0 | # Temporary EEs: 0 | Average Length of Service: 9.23 |
|---------------|-------------|--------------------|---------------------------------|

|                        |                                            |                                          |
|------------------------|--------------------------------------------|------------------------------------------|
| Span of Control: 10.70 | % Performance Evaluations Completed: 72.2% | Total Unemployment Insurance Claims: N/A |
|------------------------|--------------------------------------------|------------------------------------------|

| Employee Age Groups         |     |       |    | Supervisor Age Groups         |   |       |    | Females                         |        | Males                           |        |
|-----------------------------|-----|-------|----|-------------------------------|---|-------|----|---------------------------------|--------|---------------------------------|--------|
| <25                         | 9   | 45-54 | 96 | <25                           | 0 | 45-54 | 17 | # of Females:                   | 106    | # of Males:                     | 226    |
| 25-34                       | 57  | 55-64 | 47 | 25-34                         | 1 | 55-64 | 5  | % of WF:                        | 31.93% | % of WF:                        | 68.07% |
| 35-44                       | 119 | 65+   | 4  | 35-44                         | 6 | 65+   | 0  | Average Age:                    | 45.26  | Average Age:                    | 43.04  |
| Employee Average Age: 43.75 |     |       |    | Supervisor Average Age: 48.65 |   |       |    | Average Length of Service: 9.51 |        | Average Length of Service: 9.10 |        |

| Minorities                 |       | Breakout of Minorities   |   | Non-minorities             |        |
|----------------------------|-------|--------------------------|---|----------------------------|--------|
| # of Minorities:           | 14    | # of African-American:   | 4 | # of Non-minorities:       | 315    |
| % of Workforce:            | 4.22% | # of Asian:              | 1 | % of Workforce:            | 94.88% |
| Average Age:               | 46.74 | # of American Indian:    | 3 | Average Age:               | 43.69  |
| Average Length of Service: | 9.87  | # of Hispanic or Latino: | 6 | Average Length of Service: | 9.24   |

| Persons With Disabilities       |       | Persons With Non-Disabilities       |        |
|---------------------------------|-------|-------------------------------------|--------|
| # of Persons With Disabilities: | 17    | # of Persons With Non-Disabilities: | 260    |
| % of Workforce:                 | 5.12% | % of Workforce:                     | 78.31% |
| Average Age:                    | 49.90 | Average Age:                        | 43.40  |
| Average Length of Service:      | 12.73 | Average Length of Service:          | 8.74   |

|                                                |                                               |                                     |                                                  |
|------------------------------------------------|-----------------------------------------------|-------------------------------------|--------------------------------------------------|
| Officials/Administrators<br>EEO Category 1: 30 | Professionals<br>EEO Category 2: 49           | Technicians<br>EEO Category 3: 3    | Protective Service: Sworn<br>EEO Category 4: 206 |
| Protect. Serv.: Non-Sworn<br>EEO Category 5: 0 | Administrative Services<br>EEO Category 6: 21 | Skilled Craft<br>EEO Category 7: 15 | Service/Maintenance<br>EEO Category 8: 8         |

|                       |                     |                     |                   |
|-----------------------|---------------------|---------------------|-------------------|
| Separation Rate: N/A% | Hire Rate: N/A%     | Number Hires: 34    | Transfer In: N/A  |
| Retirements: 5        | All Terminations: 5 | Voluntary Quits: 17 | Transfer Out: N/A |

|                            |                                                                                                                         |
|----------------------------|-------------------------------------------------------------------------------------------------------------------------|
| # of Classes Used: 57      | Most Populous Classes: Correctional Officer (182), Correctional Counselor (21), Correctional Food Serv Coord (14)       |
| Separations - By Class:    | Correctional Officer (16), Registered Nurse (5), Correctional Counselor (4), Nursing Unit Coord (1), Psychologist 2 (1) |
| # Eligible for Retirement: | 15 in the next 5 years      % Eligible: 4.52%                                                                           |

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

|                                               |                                                                                        |                                                  |                                                                                                                                                                                                                               |                                                                                                                                                                                |
|-----------------------------------------------|----------------------------------------------------------------------------------------|--------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|--------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| Vacation Payouts:<br>\$53,637.71              | Sick Leave Payouts:<br>\$10,003.08                                                     | Annual Payroll:<br>\$16,088,484.08               | Avg. Base Salary:<br>\$46,137.60                                                                                                                                                                                              | Overtime Days Worked:<br>1,854.7                                                                                                                                               |
| Overtime Cost:<br>\$485,184.66                | Reassignment Pay:<br>\$0                                                               | Recruitment Bonus Pay:<br>\$0                    | Retention Pay:<br>\$0                                                                                                                                                                                                         | Exceptional Job Performance Pay:<br>\$0                                                                                                                                        |
| Workers' Comp Payouts:<br>\$1,535,017.33      | Vacation Pay - Earned<br>Value: \$1,068,418.33                                         | Vacation Days Earned:<br>5,926.1                 | Vacation Used Expense:<br>\$1,012,192.04                                                                                                                                                                                      | Vacation Days Taken:<br>5,499.9                                                                                                                                                |
| Workers' Comp Days Used: 313                  | Sick Leave Days Earned:<br>5,450.3<br><br>Sick Leave -Earned<br>Value:<br>\$937,099.90 | Reg. Sick Leave Used<br>Expense:<br>\$548,755.34 | Reg. Sick Leave Days Used:<br>3,151.3<br><br>Avg. Sick Leave Days Per EE:<br>9.49                                                                                                                                             | Converted Sick Leave To<br>Vacation Days Used:<br>257.9<br><br>Converted Sick Leave To<br>Vacation Used Expense:<br>\$58,916.32                                                |
| Injury Leave Used<br>Expense:<br>\$5,259.61   | Injury Leave Days Used:<br>21.8                                                        | Classification Appeals:<br>N/A                   | <u>Reclassifications</u><br>Up (Filled): 0<br>Up (Vacant): 0<br>Down (Filled): 4<br>Down (Vacant): 1<br>Lateral (Filled): 0<br>Lateral (Vacant): 0<br>Approx. Annual New Cost of<br>Reclassified Positions:*<br>\$(31,564.00) | <u>Grievances</u><br>Contract Grievances: N/A<br>Disciplinary: N/A<br>Language: N/A<br>Non-Contract Grievances: N/A<br>Disciplinary: N/A<br>Language: N/A<br>Arbitrations: N/A |
| Funeral Leave Used<br>Expense:<br>\$32,235.38 | Funeral Days Used:<br>189.1                                                            | Extraordinary Pay:<br>\$0                        |                                                                                                                                                                                                                               |                                                                                                                                                                                |
| Jury Leave Used<br>Expense:<br>\$3,018.19     | Jury Leave Days Used:<br>17.2                                                          | Special Duty Pay:<br>\$0                         |                                                                                                                                                                                                                               |                                                                                                                                                                                |

\* based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

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

|                                                                                   |                                                                                      |                                                                       |
|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----------------------------------------------------------------------|
| <b>Females:</b> Current Year (FY '08) RUU: N/A<br>Current Year (FY '08) Goal: N/A | <b>Minorities:</b> Current Year (FY '08) RUU: N/A<br>Current Year (FY '08) Goal: N/A | <b>PWD:</b> Year (FY '08) RUU: N/A<br>Current Year (FY '08) Goal: N/A |
|-----------------------------------------------------------------------------------|--------------------------------------------------------------------------------------|-----------------------------------------------------------------------|