

Department of Education Facts – FY '07

http://www.iowa.gov/educate/



General Information

Address: Grimes Building
400 East 14th Street
Des Moines, IA 50319-0146

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

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|---------------|--------------|--------------------|----------------------------------|
| # FT EEs: 573 | # PT EEs: 36 | # Temporary EEs: 8 | Average Length of Service: 13.91 |
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| Span of Control: 14.02 | % Performance Evaluations Completed: 87.16% | Total Unemployment Insurance Claims: 2 |
|------------------------|---|--|

| Employee Age Groups | | | | Supervisor Age Groups | | | | Females | | Males | |
|-----------------------------|-----|-------|-----|-------------------------------|---|-------|----|----------------------------------|--------|----------------------------------|--------|
| <25 | 0 | 45-54 | 182 | <25 | 0 | 45-54 | 18 | # of Females: | 400 | # of Males: | 173 |
| 25-34 | 55 | 55-64 | 201 | 25-34 | 1 | 55-64 | 20 | % of WF: | 69.81% | % of WF: | 30.19% |
| 35-44 | 126 | 65+ | 9 | 35-44 | 4 | 65+ | 1 | Average Age: | 49.58 | Average Age: | 50.12 |
| Employee Average Age: 49.74 | | | | Supervisor Average Age: 53.32 | | | | Average Length of Service: 13.48 | | Average Length of Service: 14.90 | |

| Minorities | | Breakout of Minorities | | Non-minorities | |
|----------------------------|-------|--------------------------|----|----------------------------|--------|
| # of Minorities: | 32 | # of African-American: | 14 | # of Non-minorities: | 533 |
| % of Workforce: | 5.58% | # of Asian: | 10 | % of Workforce: | 93.02% |
| Average Age: | 48.20 | # of American Indian: | 1 | Average Age: | 49.71 |
| Average Length of Service: | 13.35 | # of Hispanic or Latino: | 7 | Average Length of Service: | 14.03 |

| Persons With Disabilities | | Persons With Non-Disabilities | |
|---------------------------------|-------|-------------------------------------|--------|
| # of Persons With Disabilities: | 52 | # of Persons With Non-Disabilities: | 481 |
| % of Workforce: | 9.08% | % of Workforce: | 83.94% |
| Average Age: | 52.50 | Average Age: | 49.23 |
| Average Length of Service: | 16.44 | Average Length of Service: | 13.51 |

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| Officials/Administrators EEO Category 1: 35 | Professionals EEO Category 2: 313 | Technicians EEO Category 3: 100 | Protective Service: Sworn EEO Category 4: 0 |
| Protect. Serv.: Non-Sworn EEO Category 5: 0 | Administrative Services EEO Category 6: 120 | Skilled Craft EEO Category 7: 3 | Service/Maintenance EEO Category 8: 2 |

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| Separation Rate: 7.41% | Hire Rate: 6.90% | Number Hires: 33 | Transfer In: 8 |
| Retirements: 10 | All Terminations: 1 | Voluntary Quits: 22 | Transfer Out: 11 |

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| # of Classes Used: 74 | Most Populous Classes: Education Program Consultant (104), Rehabilitation Counselor (103), Disability Examiner Spec (44) |
| Separations - By Class: | Rehabilitation Counselor (9), Education Program Consultant (8), Secretary 2 (3) |
| # Eligible for Retirement: | 134 % Eligible: 23.39% |

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

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| Vacation Payouts: \$312,623.82 | Sick Leave Payouts: \$62,000 | Annual Payroll: \$35,811,175.54 | Avg. Base Salary: \$56,856 | Overtime Days Worked: 224.4 |
| Overtime Cost: \$57,687.43 | Reassignment Pay: \$0 | Recruitment Bonus Pay: \$0 | Retention Pay: \$2,000.00 | Exceptional Job Performance Pay: \$0 |
| Workers' Comp Payouts: \$1,142,573.84 | Vacation Pay - Earned Value: \$2,766,319.62 | Vacation Days Earned: 12,322.8 | Vacation Used Expense: \$2,652,080.12 | Vacation Days Taken: 12,064.3 |
| Workers' Comp Days Used: 238 | Sick Leave Days Earned: 9,196.8 | Reg. Sick Leave Used Expense: \$1,079,412.85 | Reg. Sick Leave Days Used: 5,177.2 | Converted Sick Leave To Vacation Days Used: 873.5 |
| | Sick Leave -Earned Value: \$2,020,557.16 | | Avg. Sick Leave Days Per EE: 9.04 | Converted Sick Leave To Vacation Used Expense: \$191,653.77 |
| Injury Leave Used Expense: \$0 | Injury Leave Days Used: 0 | Classification Appeals: N/A | Reclassifications Up (Filled): 25 Up (Vacant): 1 Down (Filled): 12 Down (Vacant): 6 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$(36,400.00) | Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0 |
| Funeral Leave Used Expense: \$38,845.09 | Funeral Days Used: 182.8 | Extraordinary Pay: \$17,384.61 | | |
| Jury Leave Used Expense: \$6,112.52 | Jury Leave Days Used: 26.1 | Special Duty Pay: \$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)

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| Females: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A Goal Achievement (FY '06): N/A | Minorities: Current Year (FY '07) RUU: 1 Current Year (FY '07) Goal: 1 Goal Achievement (FY '06): No, 5/2 | PWD: Year (FY '07) RUU: 2 Current Year (FY '07) Goal: 2 Goal Achievement (FY '06): No, 2/-10 |
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Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 15, 2008