

Department of Education Facts – FY '08

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 '08)

# FT EEs: 612	# PT EEs: 42	# Temporary EEs: 15	Average Length of Service: 12.99
---------------	--------------	---------------------	----------------------------------

Span of Control: 14.26	% Performance Evaluations Completed: 63%	Total Unemployment Insurance Claims: 1
------------------------	--	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	186	<25	0	45-54	18	# of Females:	426	# of Males:	186
25-34	64	55-64	212	25-34	1	55-64	21	% of WF:	69.61%	% of WF:	30.39%
35-44	137	65+	12	35-44	4	65+	2	Average Age:	49.11	Average Age:	49.98
Employee Average Age:	49.38	Supervisor Average Age:	53.34	Average Length of Service:	12.75	Average Length of Service:	13.56				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	37	# of African-American:	16	# of Non-minorities:	566
% of Workforce:	6.05%	# of Asian:	14	% of Workforce:	92.48%
Average Age:	45.72	# of American Indian:	0	Average Age:	49.47
Average Length of Service:	11.99	# of Hispanic or Latino:	7	Average Length of Service:	13.13

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	52	# of Persons With Non-Disabilities:	520
% of Workforce:	8.50%	% of Workforce:	84.97%
Average Age:	52.57	Average Age:	48.81
Average Length of Service:	15.06	Average Length of Service:	12.65

Officials/Administrators EEO Category 1: 36	Professionals EEO Category 2: 338	Technicians EEO Category 3: 111	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 121	Skilled Craft EEO Category 7: 3	Service/Maintenance EEO Category 8: 3

Separation Rate: 9.44%	Hire Rate: 15.97%	Number Hires: 73	Transfer In: 20
Retirements: 17	All Terminations: 7	Voluntary Quits: 20	Transfer Out: 11

# of Classes Used: 75	Most Populous Classes: Education Program Consultant (114), Rehabilitation Counselor (107), Disability Examiner Spec (43)
Separations - By Class:	Education Program Consultant (14), Rehabilitation Counselor (8), Secretary 1 (3)
# Eligible for Retirement:	155 in next 5 years % Eligible: 25.33%

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

Vacation Payouts: \$227,009.98	Sick Leave Payouts: \$37,672.86	Annual Payroll: \$38,620,501.13	Avg. Base Salary: \$58,337	Overtime Days Worked: 43.8
Overtime Cost: \$11,916.51	Reassignment Pay: \$0	Recruitment Bonus Pay: \$2,000.00	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$9,560.29	Vacation Pay - Earned Value: \$2,942,593.21	Vacation Days Earned: 12,529.7	Vacation Used Expense: \$2,718,972.58	Vacation Days Taken: 11,675.5
Workers' Comp Days Used: 85	Sick Leave Days Earned: 9,583.5 Sick Leave -Earned Value: \$2,182,749.44	Reg. Sick Leave Used Expense: \$1,203,411.68	Reg. Sick Leave Days Used: 5,517.8 Avg. Sick Leave Days Per EE: 9.02	Converted Sick Leave To Vacation Days Used: 702.3 Converted Sick Leave To Vacation Used Expense: \$162,785.25
Injury Leave Used Expense: \$136.87	Injury Leave Days Used: 0.7	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 18 Up (Vacant): 1 Down (Filled): 15 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-90,168.00	<u>Grievances</u> Contract Grievances: 3 Disciplinary: 3 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$45,299.33	Funeral Days Used: 185.3	Extraordinary Pay: \$5,624.00		
Jury Leave Used Expense: \$9,902.44	Jury Leave Days Used: 45.7	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): No, 1/20	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, -1/4	PWD: Year (FY '09) RUU: 11 Current Year (FY '09) Goal: 6 Goal Achievement (FY '08): No, 0/11
--	---	---

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