

Department of Transportation Facts – FY '07

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



General Information

Address: 800 Lincoln Way
Ames, IA 50010

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

# FT EEs: 3,045	# PT EEs: 19	# Temporary EEs: 106	Average Length of Service: 17.16
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Span of Control: 12.05	% Performance Evaluations Completed: 99.9%	Total Unemployment Insurance Claims: 56
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	22	45-54	1,239	<25	0	45-54	120	# of Females:	758	# of Males:	2,287
25-34	311	55-64	782	25-34	4	55-64	81	% of WF:	24.89%	% of WF:	75.11%
35-44	650	65+	41	35-44	47	65+	5	Average Age:	47.98	Average Age:	48.41
Employee Average Age: 48.30				Supervisor Average Age: 50.79				Average Length of Service: 16.43		Average Length of Service: 17.41	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	135	# of African-American:	46	# of Non-minorities:	2,906
% of Workforce:	4.43%	# of Asian:	27	% of Workforce:	95.44%
Average Age:	47.88	# of American Indian:	36	Average Age:	48.33
Average Length of Service:	16.28	# of Hispanic or Latino:	26	Average Length of Service:	17.22

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	235	# of Persons With Non-Disabilities:	2,253
% of Workforce:	7.72%	% of Workforce:	73.99%
Average Age:	51.72	Average Age:	47.96
Average Length of Service:	20.25	Average Length of Service:	17.10

Officials/Administrators EEO Category 1: 190	Professionals EEO Category 2: 539	Technicians EEO Category 3: 568	Protective Service: Sworn EEO Category 4: 116
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 344	Skilled Craft EEO Category 7: 1,247	Service/Maintenance EEO Category 8: 41

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 140	Transfer In: N/A
Retirements: 147	All Terminations: 22	Voluntary Quits: 36	Transfer Out: N/A

# of Classes Used: 175	Most Populous Classes: Equipment Operator (831), Equipment Operator Sr. (130), Mechanic (127)	
Separations - By Class:	Equipment Operator (49), Drivers License Clerk (11), Mechanic (8)	
# Eligible for Retirement:	726 in the next 5 years	% Eligible: 23.84%

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

Vacation Payouts: \$184,388.17	Sick Leave Payouts: \$36,958.45	Annual Payroll: \$159,290,820.97	Avg. Base Salary: \$49,634.59	Overtime Days Worked: 21,113.1
Overtime Cost: \$4,715,931.01	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$25,047,613.86	Vacation Pay - Earned Value: \$12,305,321.60	Vacation Days Earned: 94,294.9	Vacation Used Expense: \$12,020,704.40	Vacation Days Taken: 88,944.1
Workers' Comp Days Used: 5,596	Sick Leave Days Earned: 76,497.8 Sick Leave -Earned Value: \$9,670,933.76	Reg. Sick Leave Used Expense: \$4,205,922.74	Reg. Sick Leave Days Used: 26,210.1 Avg. Sick Leave Days Per EE: 8.61	Converted Sick Leave To Vacation Days Used: 9,845.6 Converted Sick Leave To Vacation Used Expense: \$644,317.16
Injury Leave Used Expense: \$128,919.50	Injury Leave Days Used: 879.2	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 27 Up (Vacant): 12 Down (Filled): 0 Down (Vacant): 10 Lateral (Filled): 1 Lateral (Vacant): 3 Approx. Annual New Cost of Reclassified Positions:* \$235,476.80	<u>Grievances</u> Contract Grievances: 40 Disciplinary: 21 Language: 19 Non-Contract Grievances: 1 Disciplinary: 1 Language: 0 Arbitrations: 1
Funeral Leave Used Expense: \$N/A	Funeral Days Used: N/A	Extraordinary Pay: \$3,599.28		
Jury Leave Used Expense: \$N/A	Jury Leave Days Used: N/A	Special Duty Pay: \$1,700.00		

* 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)

Females: Current Year (FY '08) RUU: 65 Current Year (FY '08) Goal: 3	Minorities: Current Year (FY '08) RUU: 19 Current Year (FY '08) Goal: 3	PWD: Year (FY '08) RUU: 47 Current Year (FY '08) Goal: 6
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