

Department of Transportation Facts – FY '08

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 '08)

# FT EEs: 3,063	# PT EEs: 16	# Temporary EEs: 105	Average Length of Service: 17.04
-----------------	--------------	----------------------	----------------------------------

Span of Control: 11.91	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 64
------------------------	---	---

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	26	45-54	1,229	<25	0	45-54	122	# of Females:	764	# of Males:	2,299
25-34	341	55-64	790	25-34	5	55-64	81	% of WF:	24.94%	% of WF:	75.06%
35-44	635	65+	42	35-44	47	65+	3	Average Age:	47.76	Average Age:	48.44
Employee Average Age: 48.27				Supervisor Average Age: 50.96				Average Length of Service: 16.34		Average Length of Service: 17.27	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	134	# of African-American:	47	# of Non-minorities:	2,925
% of Workforce:	4.37%	# of Asian:	29	% of Workforce:	95.49%
Average Age:	47.80	# of American Indian:	35	Average Age:	48.30
Average Length of Service:	16.39	# of Hispanic or Latino:	23	Average Length of Service:	17.08

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	220	# of Persons With Non-Disabilities:	2,252
% of Workforce:	7.18%	% of Workforce:	73.52%
Average Age:	52.33	Average Age:	48.13
Average Length of Service:	21.12	Average Length of Service:	17.13

Officials/Administrators EEO Category 1: 195	Professionals EEO Category 2: 543	Technicians EEO Category 3: 564	Protective Service: Sworn EEO Category 4: 121
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 342	Skilled Craft EEO Category 7: 1,255	Service/Maintenance EEO Category 8: 43

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 169	Transfer In: N/A
Retirements: 90	All Terminations: 28	Voluntary Quits: 36	Transfer Out: N/A

# of Classes Used: 179	Most Populous Classes: Highway Tech Associate (719), Equipment Operator Sr. (128), Mechanic (124)	
Separations - By Class:	Highway Tech Associate (31), Drivers License Clerk (15), Equipment Operator Senior (6), Mechanic (6)	
# Eligible for Retirement:	898 in next 5 years	% Eligible: 29.32%

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

Vacation Payouts: \$751,336.47	Sick Leave Payouts: \$162,583.56	Annual Payroll: \$164,929,120.13	Avg. Base Salary: \$51,344	Overtime Days Worked: 43,249.5
Overtime Cost: \$11,099,294.79	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$190,292.25	Vacation Pay - Earned Value: \$13,604,686.98	Vacation Days Earned: 91,167.5	Vacation Used Expense: \$12,255,134.75	Vacation Days Taken: 79,983.0
Workers' Comp Days Used: 2,546	Sick Leave Days Earned: 60,682.3 Sick Leave -Earned Value: \$8,620,036.06	Reg. Sick Leave Used Expense: \$4,178,202.36	Reg. Sick Leave Days Used: 22,292.5 Avg. Sick Leave Days Per EE: 7.28	Converted Sick Leave To Vacation Days Used: 6,043.9 Converted Sick Leave To Vacation Used Expense: \$470,441.35
Injury Leave Used Expense: \$107,655.87	Injury Leave Days Used: 645.8	Classification Appeals: 1	<u>Reclassifications</u> Up (Filled): 27 Up (Vacant): 22 Down (Filled): 2 Down (Vacant): 12 Lateral (Filled): 4 Lateral (Vacant): 886 Approx. Annual New Cost of Reclassified Positions:* \$220,272.00	<u>Grievances</u> Contract Grievances: 41 Disciplinary: 16 Language: 25 Non-Contract Grievances: 2 Disciplinary: 1 Language: 1 Arbitrations: 0
Funeral Leave Used Expense: \$N/A	Funeral Days Used: N/A	Extraordinary Pay: \$386.40		
Jury Leave Used Expense: \$N/A	Jury Leave Days Used: N/A	Special Duty Pay: \$1,812.00		

* 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: 69 Current Year (FY '09) Goal: 15 Goal Achievement (FY '08): No, 9/71	Minorities: Current Year (FY '09) RUU: 12 Current Year (FY '09) Goal: 2 Goal Achievement (FY '08): No, 3/59	PWD: Year (FY '09) RUU: 57 Current Year (FY '09) Goal: 15 Goal Achievement (FY '08): No, -15/57
--	--	--

Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 12, 2009