

# Department of DOC-ASP (243) Facts – FY '07

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



## General Information

**Address:** 406 North High Street, Box 10  
Anamosa, IA 52205

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

# FT EEs: 343	# PT EEs: 2	# Temporary EEs: 2	Average Length of Service: 14.47
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Span of Control: 11.62	% Performance Evaluations Completed: 98.1%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	6	45-54	126	<25	0	45-54	18	# of Females:	64	# of Males:	279
25-34	47	55-64	61	25-34	1	55-64	7	% of WF:	18.66%	% of WF:	81.34%
35-44	98	65+	5	35-44	5	65+	0	Average Age:	44.41	Average Age:	45.80
Employee Average Age: 45.54				Supervisor Average Age: 49.44				Average Length of Service: 12.44		Average Length of Service: 14.93	

Minorities	Breakout of Minorities	Non-minorities
# of Minorities: 9	# of African-American: 2	# of Non-minorities: 332
% of Workforce: 2.62%	# of Asian: 1	% of Workforce: 96.79%
Average Age: 41.08	# of American Indian: 2	Average Age: 45.71
Average Length of Service: 7.83	# of Hispanic or Latino: 4	Average Length of Service: 14.69

Persons With Disabilities	Persons With Non-Disabilities
# of Persons With Disabilities: 14	# of Persons With Non-Disabilities: 253
% of Workforce: 4.08%	% of Workforce: 73.76%
Average Age: 52.94	Average Age: 44.78
Average Length of Service: 16.68	Average Length of Service: 13.81

Officials/Administrators EEO Category 1: 25	Professionals EEO Category 2: 46	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 236
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 15	Skilled Craft EEO Category 7: 18	Service/Maintenance EEO Category 8: 1

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 22	Transfer In: N/A
Retirements: 2	All Terminations: 3	Voluntary Quits: 7	Transfer Out: N/A

# of Classes Used: 46	Most Populous Classes: Correctional Officer (198), Sr Correctional Officer (22), Correctional Counselor (17)
Separations - By Class:	Correctional Officer (9), 4 classes with 1 each
# Eligible for Retirement:	47 in next 5 years      % Eligible: 13.70%

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

Vacation Payouts: \$78,279.64	Sick Leave Payouts: \$20,160.72	Annual Payroll: \$17,590,191.82	Avg. Base Salary: \$48,049.15	Overtime Days Worked: 2,305.1
Overtime Cost: \$603,537.19	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,791,306.04	Vacation Pay - Earned Value: \$1,336,782.15	Vacation Days Earned: 7,025.9	Vacation Used Expense: \$1,249,657.80	Vacation Days Taken: 6,554.1
Workers' Comp Days Used: 426	Sick Leave Days Earned: 5,241.8  Sick Leave -Earned Value: \$934,429.44	Reg. Sick Leave Used Expense: \$587,772.31	Reg. Sick Leave Days Used: 3,224.0  Avg. Sick Leave Days Per EE: 9.40	Converted Sick Leave To Vacation Days Used: 292.6  Converted Sick Leave To Vacation Used Expense: \$61,144.08
Injury Leave Used Expense: \$3,002.64	Injury Leave Days Used: 18.8	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 6 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$19,666.40	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$42,245.85	Funeral Days Used: 238.9	Extraordinary Pay: \$6,048.00		
Jury Leave Used Expense: \$824.55	Jury Leave Days Used: 4.6	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)

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