

# Department of DOC-IMCC (244) Facts – FY '07

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## General Information

**Address:** Box A - Highway 965  
Oakdale, IA 52319

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

# FT EEs: 491	# PT EEs: 2	# Temporary EEs: 21	Average Length of Service: 8.76
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Span of Control: 14.27	% Performance Evaluations Completed: 33.4%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	37	45-54	140	<25	0	45-54	15	# of Females:	189	# of Males:	302
25-34	107	55-64	60	25-34	0	55-64	5	% of WF:	38.49%	% of WF:	61.51%
35-44	143	65+	4	35-44	13	65+	0	Average Age:	42.48	Average Age:	41.38
Employee Average Age: 41.80				Supervisor Average Age: 47.15				Average Length of Service: 7.30		Average Length of Service: 9.67	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	37	# of African-American:	22	# of Non-minorities:	450
% of Workforce:	7.54%	# of Asian:	4	% of Workforce:	91.65%
Average Age:	40.25	# of American Indian:	3	Average Age:	41.88
Average Length of Service:	6.00	# of Hispanic or Latino:	8	Average Length of Service:	9.03

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	20	# of Persons With Non-Disabilities:	431
% of Workforce:	4.07%	% of Workforce:	87.78%
Average Age:	49.88	Average Age:	41.01
Average Length of Service:	17.23	Average Length of Service:	7.78

Officials/Administrators EEO Category 1: 26	Professionals EEO Category 2: 72	Technicians EEO Category 3: 32	Protective Service: Sworn EEO Category 4: 289
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 51	Skilled Craft EEO Category 7: 14	Service/Maintenance EEO Category 8: 7

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 176	Transfer In: N/A
Retirements: 2	All Terminations: 4	Voluntary Quits: 12	Transfer Out: N/A

# of Classes Used: 61	Most Populous Classes: Correctional Officer (267), Registered Nurse (26), Nursing Unit Coordinator (25)
Separations - By Class:	Correctional Officer (11), Licensed Practical Nurse (3), 4 classes with 1 each
# Eligible for Retirement:	37 in the next 5 years      % Eligible: 7.54%

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

Vacation Payouts: \$157,714.29	Sick Leave Payouts: \$34,132.06	Annual Payroll: \$18,795,900.24	Avg. Base Salary: \$44,728.39	Overtime Days Worked: 3,727.0
Overtime Cost: \$984,389.34	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$30,212.00	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$1,934,858.47	Vacation Pay - Earned Value: \$1,271,184.34	Vacation Days Earned: 6,527.3	Vacation Used Expense: \$1,142,552.99	Vacation Days Taken: 5,949.9
Workers' Comp Days Used: 274	Sick Leave Days Earned: 5,311.7  Sick Leave -Earned Value: \$994,627.70	Reg. Sick Leave Used Expense: \$620,966.63	Reg. Sick Leave Days Used: 3,238.8  Avg. Sick Leave Days Per EE: 6.60	Converted Sick Leave To Vacation Days Used: 395.0  Converted Sick Leave To Vacation Used Expense: \$78,114.80
Injury Leave Used Expense: \$2,958.80	Injury Leave Days Used: 16.4	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 10 Up (Vacant): 2 Down (Filled): 3 Down (Vacant): 4 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$34,657.90	<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: \$43,890.80	Funeral Days Used: 236.0	Extraordinary Pay: \$133.25		
Jury Leave Used Expense: \$1,853.35	Jury Leave Days Used: 9.8	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 FY'07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 15, 2008