

Department of Inspection & Appeals Facts – FY '07

http://www.state.ia.us/government/dia/index.html



General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319-0083

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

# FT EEs: 514	# PT EEs: 36	# Temporary EEs: 34	Average Length of Service: 12.03
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Span of Control: 13.14	% Performance Evaluations Completed: 99.6%	Total Unemployment Insurance Claims: 5
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	5	45-54	173	<25	0	45-54	15	# of Females:	313	# of Males:	201
25-34	51	55-64	129	25-34	1	55-64	20	% of WF:	60.89%	% of WF:	39.11%
35-44	140	65+	16	35-44	8	65+	0	Average Age:	48.00	Average Age:	48.40
Employee Average Age:	48.16	Supervisor Average Age:	48.16	Average Length of Service:	11.91	Average Length of Service:	12.20				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	32	# of African-American:	8	# of Non-minorities:	463
% of Workforce:	6.23%	# of Asian:	10	% of Workforce:	90.08%
Average Age:	46.07	# of American Indian:	5	Average Age:	48.27
Average Length of Service:	11.66	# of Hispanic or Latino:	9	Average Length of Service:	12.00

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	38	# of Persons With Non-Disabilities:	437
% of Workforce:	7.39%	% of Workforce:	85.02%
Average Age:	54.28	Average Age:	47.59
Average Length of Service:	17.37	Average Length of Service:	11.37

Officials/Administrators EEO Category 1: 35	Professionals EEO Category 2: 397	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 78	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.24%	Hire Rate: 9.26%	Number Hires: 34	Transfer In: 12
Retirements: 4	All Terminations: 6	Voluntary Quits: 12	Transfer Out: 5

# of Classes Used: 59	Most Populous Classes: Public Defender 2 (91), Health Facilities Surveyor (79), Investigator 3 (31)
Separations - By Class:	Health Facilities Surveyor (9), 12 classes with 1 incumbent each
# Eligible for Retirement: 74	% Eligible: 14.40%

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

Vacation Payouts: \$307,394.46	Sick Leave Payouts: \$41,332.36	Annual Payroll: \$32,381,572.37	Avg. Base Salary: \$60,471	Overtime Days Worked: 102.5
Overtime Cost: \$22,787.73	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$31,180.00	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$809,021.43	Vacation Pay - Earned Value: \$2,537,044.85	Vacation Days Earned: 10,721.3	Vacation Used Expense: \$2,377,677.62	Vacation Days Taken: 10,029.7
Workers' Comp Days Used: 166	Sick Leave Days Earned: 8,965.3 Sick Leave -Earned Value: \$1,996,091.81	Reg. Sick Leave Used Expense: \$883,329.49	Reg. Sick Leave Days Used: 3,921.3 Avg. Sick Leave Days Per EE: 7.63	Converted Sick Leave To Vacation Days Used: 1,457.3 Converted Sick Leave To Vacation Used Expense: \$358,317.67
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	Reclassifications Up (Filled): 16 Up (Vacant): 1 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$152,994.40	Grievances Contract Grievances: 4 Disciplinary: 2 Language: 2 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$54,090.04	Funeral Days Used: 240.2	Extraordinary Pay: \$7,711.20		
Jury Leave Used Expense: \$3,960.93	Jury Leave Days Used: 16.3	Special Duty Pay: \$928.00		

* 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: N/A Current Year (FY '08) Goal: N/A	Minorities: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	PWD: Year (FY '08) RUU: 17 Current Year (FY '08) Goal: 8
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