

# Department of Management Facts – FY '07

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



## General Information

**Address:** Ground Floor South  
State Capitol Building  
Des Moines, IA 50319

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

# FT EEs: 30	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 15.77
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Span of Control: 9.67	% Performance Evaluations Completed: 66.7%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	16	<25	0	45-54	1	# of Females:	12	# of Males:	18
25-34	2	55-64	7	25-34	0	55-64	2	% of WF:	40.00%	% of WF:	60.00%
35-44	5	65+	0	35-44	0	65+	0	Average Age:	46.79	Average Age:	49.99
Employee Average Age: 48.71				Supervisor Average Age: 54.25				Average Length of Service: 15.90		Average Length of Service: 15.68	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	1	# of Non-minorities:	27
% of Workforce:	6.67%	# of Asian:	0	% of Workforce:	90.00%
Average Age:	53.16	# of American Indian:	1	Average Age:	48.54
Average Length of Service:	19.97	# of Hispanic or Latino:	0	Average Length of Service:	16.03

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1	# of Persons With Non-Disabilities:	25
% of Workforce:	3.33%	% of Workforce:	83.33%
Average Age:	38.85	Average Age:	49.73
Average Length of Service:	7.70	Average Length of Service:	16.92

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 22	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 13.79%	Hire Rate: 24.14%	Number Hires: 1	Transfer In: 6
Retirements: 0	All Terminations: 0	Voluntary Quits: 2	Transfer Out: 2

# of Classes Used: 13	Most Populous Classes: Fiscal & Policy Analyst Sr (11), Fiscal & Policy Analyst Princ (6), Exec Off 3 (2), Pub Serv Exec 5 (2)		
Separations - By Class:	Fiscal & Policy Analyst Princ (1), Public Service Executive 5 (1)		
# Eligible for Retirement:	4 in the next 5 years	% Eligible: 13.33%	

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

Vacation Payouts: \$39,891.79	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$2,317,539.83	Avg. Base Salary: \$79,490	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$44,280.13	Vacation Pay - Earned Value: \$195,702.81	Vacation Days Earned: 632.0	Vacation Used Expense: \$180,542.07	Vacation Days Taken: 588.3
Workers' Comp Days Used: 4	Sick Leave Days Earned: 447.8  Sick Leave -Earned Value: \$129,545.40	Reg. Sick Leave Used Expense: \$34,365.68	Reg. Sick Leave Days Used: 127.2  Avg. Sick Leave Days Per EE: 4.24	Converted Sick Leave To Vacation Days Used: 127.5  Converted Sick Leave To Vacation Used Expense: \$38,683.68
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$0	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$2,383.11	Funeral Days Used: 9.4	Extraordinary Pay: \$5,180.00		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	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 '07) RUU: N/A Current Year (FY '07) Goal: N/A	<b>Minorities:</b> Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	<b>PWD:</b> Year (FY '07) RUU: 1 Current Year (FY '07) Goal: 1
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