Dept. of Administrative Services Facts - FY '08

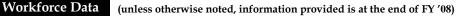
http://das.iowa.gov/index.html

General Information

Address: Hoover Building

1305 East Walnut Street, Level A

Des Moines, IA 50319



Span of Control: 10.92 % Performance Evaluations Completed: 93% Total Unemployment Insurance Claims: 1

Employee Age Groups			Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>		
<25	11	45-54	153	<25	0	45-54	14	# of Females:	176	# of Males:	224
25-34	36	55-64	126	25-34	1	55-64	20	% of WF:	44.00%	% of WF:	56.00%
35-44	70	65+	4	35-44	3	65+	0	Average Age:	50.17	Average Age:	49.15
Employee Average Age: 48.99			Supervisor Average Age: 52.37			52.37	Average Length of Service: 16.58		Average Length of Service: 13.31		

Minorities		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities:	39	# of African-American:	16	# of Non-minorities:	335
% of Workforce:	9.75%	# of Asian:	13	% of Workforce:	88.50%
Average Age:	47.50	# of American Indian:	3	Average Age:	49.15
Average Length of Service:	12.28	# of Hispanic or Latino:	7	Average Length of Service:	15.07

Persons With Disabil	<u>ities</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	40	# of Persons With Non-Disabilit	ies: 335	
% of Workforce:	10.00%	% of Workforce:	83.75%	
Average Age:	53.48	Average Age:	48.20	
Average Length of Service:	21.35	Average Length of Service:	13.50	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn
EEO Category 1: 47	EEO Category 2: 188	EEO Category 3: 28	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 33	EEO Category 7: 35	EEO Category 8: 69
Separation Rate: 8.77%	Hire Rate: 14.19%	Number Hires: 39	Transfer In: 16
Retirements: 8	All Terminations: 3	Voluntary Quits: 12	Transfer Out: 11

# of Classes Used: 91	Most Populous Classes: Information Tech Specialist 5 (47), Custodial Worker (43), Advanced Personnel Mgmt Spec (19)					
Separations - By Class:	Information Tech Specialist 5 (4), Custodial Worker (2), Mail Clerk 2 (2)					
# Eligible for Retirement:	116	% Eligible: 29.00%				

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

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:	
\$40,764.24	\$20,000.00	\$24,299,580.83	\$60,169	1,881.5	
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:	
\$486,985.01	\$3,777.60	\$0	\$9,480.72	\$600.00	
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:	
\$4,958.92	Value: \$1,894,151.36	7,946.3	\$1,756,904.46	7,582.2	
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To	
Used: 72	6,183.0	Expense:	3,280.2	Vacation Days Used:	
		\$670,727.65		698.5	
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:		
	Value:		8.20	Converted Sick Leave To	
	\$1,361,044.69			Vacation Used Expense:	
				\$181,756.92	
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	Reclassifications	<u>Grievances</u>	
Expense:	25.5	6	Up (Filled): 15	Contract Grievances: 1	
\$5,312.98			Up (Vacant): 2	Disciplinary: 0	
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 8	Language: 1	
Expense:	169.3	\$9,504.00	Down (Vacant): 1	Non-Contract Grievances: 10	
\$41,129.04			Lateral (Filled): 1	Disciplinary: 4	
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 6	
Expense:	14.3	\$0	Approx. Annual New Cost of	Arbitrations: 0	
\$3,689.38			Reclassified Positions:*		
			\$-50,636.00		
1		1			

^{*} 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:	15	Minorities: Current Year (FY '09) RUU:	1	PWD: Year (FY '09) RUU:	N/A
Current Year (FY '09) Goal:	11	Current Year (FY '09) Goal:	1	Current Year (FY '09) Goal:	N/A
Goal Achievement (FY '08): No	, 3/15	Goal Achievement (FY '08):Yes, 7	7/4	Goal Achievement (FY '08):	N/A

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 3, 2009

