

Department of DOC-ASP (243) Facts – FY '08

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 '08)

# FT EEs: 341	# PT EEs: 2	# Temporary EEs: 3	Average Length of Service: 14.77
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Span of Control: 11.63	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	8	45-54	127	<25	0	45-54	17	# of Females:	68	# of Males:	273
25-34	48	55-64	63	25-34	1	55-64	7	% of WF:	19.94%	% of WF:	80.06%
35-44	89	65+	6	35-44	6	65+	0	Average Age:	44.47	Average Age:	46.12
Employee Average Age: 45.79				Supervisor Average Age: 50.02				Average Length of Service: 12.05		Average Length of Service: 15.45	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	11	# of African-American:	2	# of Non-minorities:	328
% of Workforce:	3.23%	# of Asian:	2	% of Workforce:	96.19%
Average Age:	40.19	# of American Indian:	2	Average Age:	46.02
Average Length of Service:	7.34	# of Hispanic or Latino:	5	Average Length of Service:	15.06

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	13	# of Persons With Non-Disabilities:	254
% of Workforce:	3.81%	% of Workforce:	74.49%
Average Age:	53.95	Average Age:	44.78
Average Length of Service:	17.28	Average Length of Service:	13.85

Officials/Administrators EEO Category 1: 22	Professionals EEO Category 2: 45	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 239
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: 0

Separation Rate: N/A	Hire Rate: N/A%	Number Hires: 22	Transfer In: N/A
Retirements: 6	All Terminations: 3	Voluntary Quits: 12	Transfer Out: N/A

# of Classes Used: 45	Most Populous Classes: Correctional Officer (194), Sr Correctional Officer (23), Correctional Counselor (18)		
Separations - By Class:	Correctional Officer (12), Correctional Food Serv Coord (3), Correctional Counselor (2), Registered Nurse (2)		
# Eligible for Retirement:	66 in next 5 years	% Eligible: 19.35%	

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

Vacation Payouts: \$44,804.91	Sick Leave Payouts: \$9,251.66	Annual Payroll: \$18,379,188.09	Avg. Base Salary: \$49,743	Overtime Days Worked: 2,884.7
Overtime Cost: \$780,354.30	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$29,926.60	Vacation Pay - Earned Value: \$1,381,072.49	Vacation Days Earned: 7,036.6	Vacation Used Expense: \$1,333,833.07	Vacation Days Taken: 6,806.4
Workers' Comp Days Used: 341	Sick Leave Days Earned: 5,302.8 Sick Leave -Earned Value: \$970,482.85	Reg. Sick Leave Used Expense: \$639,349.79	Reg. Sick Leave Days Used: 3,407.8 Avg. Sick Leave Days Per EE: 9.99	Converted Sick Leave To Vacation Days Used: 243.2 Converted Sick Leave To Vacation Used Expense: \$52,602.38
Injury Leave Used Expense: \$6,921.38	Injury Leave Days Used: 36.8	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 7 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 4 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$17,836.00	<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: \$41,085.34	Funeral Days Used: 230.9	Extraordinary Pay: \$7,769.60		
Jury Leave Used Expense: \$38.83	Jury Leave Days Used: 0.2	Special Duty Pay: \$0		

* 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: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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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 4, 2009