

Department of DOC-IMCC (244) Facts – FY '08

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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 '08)

# FT EEs: 556	# PT EEs: 2	# Temporary EEs: 22	Average Length of Service: 8.72
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Span of Control: 15.08	% Performance Evaluations Completed: 60%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	28	45-54	173	<25	0	45-54	18	# of Females:	224	# of Males:	332
25-34	121	55-64	73	25-34	0	55-64	7	% of WF:	40.29%	% of WF:	59.71%
35-44	156	65+	5	35-44	13	65+	0	Average Age:	43.37	Average Age:	41.98
Employee Average Age:	42.54	Supervisor Average Age:	47.94	Average Length of Service:	7.12	Average Length of Service:	9.79				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	41	# of African-American:	27	# of Non-minorities:	511
% of Workforce:	7.37%	# of Asian:	3	% of Workforce:	91.91%
Average Age:	42.97	# of American Indian:	3	Average Age:	42.45
Average Length of Service:	6.35	# of Hispanic or Latino:	8	Average Length of Service:	8.93

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	20	# of Persons With Non-Disabilities:	498
% of Workforce:	3.60%	% of Workforce:	89.57%
Average Age:	51.42	Average Age:	41.85
Average Length of Service:	18.68	Average Length of Service:	7.76

Officials/Administrators EEO Category 1: 32	Professionals EEO Category 2: 100	Technicians EEO Category 3: 35	Protective Service: Sworn EEO Category 4: 324
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 29	Skilled Craft EEO Category 7: 15	Service/Maintenance EEO Category 8: 21

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 93	Transfer In: N/A
Retirements: 6	All Terminations: 13	Voluntary Quits: 30	Transfer Out: N/A

# of Classes Used: 73	Most Populous Classes: Correctional Officer (270), Registered Nurse (40), Licensed Practical Nurse (24), Nursing Unit Coord (24)
Separations - By Class:	Correctional Officer (19), Registered Nurse (9), Licensed Practical Nurse (7)
# Eligible for Retirement:	54 in next 5 years % Eligible: 9.71%

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

Vacation Payouts: \$42,261.13	Sick Leave Payouts: \$8,282.98	Annual Payroll: \$26,816,522.61	Avg. Base Salary: \$46,412	Overtime Days Worked: 3,769.4
Overtime Cost: \$942,381.03	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$19,847.04	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$28,165.64	Vacation Pay - Earned Value: \$1,686,501.16	Vacation Days Earned: 9,216.8	Vacation Used Expense: \$1,590,864.68	Vacation Days Taken: 8,362.9
Workers' Comp Days Used: 556	Sick Leave Days Earned: 8,829.3 Sick Leave -Earned Value: \$1,500,721.65	Reg. Sick Leave Used Expense: \$911,532.91	Reg. Sick Leave Days Used: 5,192.4 Avg. Sick Leave Days Per EE: 9.34	Converted Sick Leave To Vacation Days Used: 367.0 Converted Sick Leave To Vacation Used Expense: \$77,273.80
Injury Leave Used Expense: \$2,394.70	Injury Leave Days Used: 11.5	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 15 Up (Vacant): 0 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 34 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$85,165.60	<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: \$64,697.32	Funeral Days Used: 379.7	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$2,447.28	Jury Leave Days Used: 15.0	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 5, 2009