

# Department of DOC-NCF (245) Facts – FY '08

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



## General Information

Address: 307 S. 60<sup>th</sup> Avenue, W  
Newton, IA 50208

## Workforce Data (unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 336	# PT EEs: 0	# Temporary EEs: 4	Average Length of Service: 9.41
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Span of Control: 11.61	% Performance Evaluations Completed: 86%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	9	45-54	90	<25	0	45-54	14	# of Females:	106	# of Males:	230
25-34	61	55-64	50	25-34	2	55-64	7	% of WF:	31.55%	% of WF:	68.45%
35-44	123	65+	3	35-44	7	65+	0	Average Age:	43.82	Average Age:	43.31
Employee Average Age:	43.47	Supervisor Average Age:	48.37	Average Length of Service:	9.22	Average Length of Service:	9.50				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	14	# of African-American:	5	# of Non-minorities:	317
% of Workforce:	4.17%	# of Asian:	1	% of Workforce:	94.35%
Average Age:	45.31	# of American Indian:	3	Average Age:	43.50
Average Length of Service:	10.42	# of Hispanic or Latino:	5	Average Length of Service:	9.42

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	19	# of Persons With Non-Disabilities:	267
% of Workforce:	5.65%	% of Workforce:	79.46%
Average Age:	49.17	Average Age:	43.17
Average Length of Service:	12.77	Average Length of Service:	8.88

Officials/Administrators EEO Category 1: 30	Professionals EEO Category 2: 51	Technicians EEO Category 3: 6	Protective Service: Sworn EEO Category 4: 214
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 14	Skilled Craft EEO Category 7: 14	Service/Maintenance EEO Category 8: 7

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 32	Transfer In: N/A
Retirements: 9	All Terminations: 3	Voluntary Quits: 12	Transfer Out: N/A

# of Classes Used: 56	Most Populous Classes: Correctional Officer (184), Correctional Counselor (25), Correctional Food Serv Coord (14)
Separations - By Class:	Correctional Officer (8), Registered Nurse (5), Typist-Advanced (2)
# Eligible for Retirement:	32 in the next 5 years      % Eligible: 9.52%

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

Vacation Payouts: \$62,530.53	Sick Leave Payouts: \$16,478.31	Annual Payroll: \$16,787,651.92	Avg. Base Salary: \$47,866	Overtime Days Worked: 1,928.1
Overtime Cost: \$513,460.57	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$4,812.11	Vacation Pay - Earned Value: \$1,107,986.56	Vacation Days Earned: 5,960.9	Vacation Used Expense: \$1,061,666.16	Vacation Days Taken: 5,554.2
Workers' Comp Days Used: 57	Sick Leave Days Earned: 5,505.0  Sick Leave -Earned Value: \$969,054.12	Reg. Sick Leave Used Expense: \$604,225.27	Reg. Sick Leave Days Used: 3,398.5  Avg. Sick Leave Days Per EE: 10.11	Converted Sick Leave To Vacation Days Used: 229.0  Converted Sick Leave To Vacation Used Expense: \$51,997.22
Injury Leave Used Expense: \$1,525.74	Injury Leave Days Used: 8.1	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 5 Up (Vacant): 0 Down (Filled): 4 Down (Vacant): 0 Lateral (Filled): 6 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$-540.80	<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: \$38,133.33	Funeral Days Used: 215.6	Extraordinary Pay: \$857.60		
Jury Leave Used Expense: \$752.44	Jury Leave Days Used: 3.8	Special Duty Pay: \$2,000.00		

\* 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)

<b>Females:</b> Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	<b>Minorities:</b> Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	<b>PWD:</b> 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