

Department of Inspection & Appeals Facts – FY '08

http://www.state.ia.us/government/dia/index.html



General Information

Address: Lucas Building 321 East 12 th Street Des Moines, IA 50319-0083

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

# FT EEs: 531	# PT EEs: 38	# Temporary EEs: 30	Average Length of Service: 11.89
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Span of Control: 12.89	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 8
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	180	<25	0	45-54	13	# of Females:	335	# of Males:	196
25-34	53	55-64	143	25-34	1	55-64	21	% of WF:	63.09%	% of WF:	36.91%
35-44	139	65+	15	35-44	8	65+	0	Average Age:	48.29	Average Age:	49.03
Employee Average Age:	48.56	Supervisor Average Age:	52.58	Average Length of Service:	11.49	Average Length of Service:	12.57				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	34	# of African-American:	10	# of Non-minorities:	477
% of Workforce:	6.40%	# of Asian:	11	% of Workforce:	89.83%
Average Age:	44.49	# of American Indian:	4	Average Age:	48.83
Average Length of Service:	10.72	# of Hispanic or Latino:	9	Average Length of Service:	11.91

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	35	# of Persons With Non-Disabilities:	457
% of Workforce:	6.59%	% of Workforce:	86.06%
Average Age:	54.24	Average Age:	48.05
Average Length of Service:	16.71	Average Length of Service:	11.25

Officials/Administrators EEO Category 1: 32	Professionals EEO Category 2: 413	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 82	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 8.78%	Hire Rate: 11.78%	Number Hires: 53	Transfer In: 6
Retirements: 13	All Terminations: 6	Voluntary Quits: 19	Transfer Out: 6

# of Classes Used: 61	Most Populous Classes: Public Defender 2 (89), Health Facilities Surveyor (86), Investigator 3 (33)
Separations - By Class:	Health Facilities Surveyor (10), Public Defender 2 (6), Gaming Representative 2 (3), Health Facilities Officer 1 (3)
# Eligible for Retirement:	112 in next 5 years % Eligible: 21.09%

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

Vacation Payouts: \$177,682.76	Sick Leave Payouts: \$23,860.79	Annual Payroll: \$34,154,391.91	Avg. Base Salary: \$62,247	Overtime Days Worked: 68.3
Overtime Cost: \$19,820.99	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$3,500.00
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$2,680,212.03	Vacation Days Earned: 10,961.7	Vacation Used Expense: \$2,390,870.17	Vacation Days Taken: 9,856.8
Workers' Comp Days Used: 0	Sick Leave Days Earned: 9,219.0	Reg. Sick Leave Used Expense: \$930,448.97	Reg. Sick Leave Days Used: 4,083.5	Converted Sick Leave To Vacation Days Used: 1,274.7
	Sick Leave -Earned Value: \$2,114,882.01		Avg. Sick Leave Days Per EE: 7.69	Converted Sick Leave To Vacation Used Expense: \$328,116.21
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 15 Up (Vacant): 0 Down (Filled): 7 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$117,696.80	<u>Grievances</u> Contract Grievances: 4 Disciplinary: 3 Language: 1 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$41,369.71	Funeral Days Used: 182.0	Extraordinary Pay: \$3,957.60		
Jury Leave Used Expense: \$2,206.29	Jury Leave Days Used: 10.0	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): No, 0/2	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, 0/1	PWD: Year (FY '09) RUU: 19 Current Year (FY '09) Goal: 6 Goal Achievement (FY '08): No, -3/19
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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 10, 2009