

State of Iowa Facts – FY '09

http://www.iowa.gov/state/main/index.html



General Information

Address:

Workforce Data (unless otherwise noted, information provided is at the end of FY '09)

# FT EEs: 20,515	# PT EEs: 317	# Temporary EEs: 1,051	Average Length of Service: 13.76
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Span of Control: 10.71	% Performance Evaluations Completed: 95.78%	Total Unemployment Insurance Claims: 563
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	394	45-54	6,885	<25	0	45-54	807	# of Females:	10,542	# of Males:	9,973
25-34	3,264	55-64	5,018	25-34	112	55-64	606	% of WF:	51.39%	% of WF:	48.61%
35-44	4,582	65+	372	35-44	403	65+	30	Average Age:	46.66	Average Age:	46.90
Employee Average Age: 46.78				Supervisor Average Age: 50.14				Average Length of Service: 13.28		Average Length of Service: 14.27	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1,195	# of African-American:	477	# of Non-minorities:	18,953
% of Workforce:	5.83%	# of Asian:	276	% of Workforce:	92.39%
Average Age:	45.07	# of American Indian:	125	Average Age:	46.92
Average Length of Service:	11.41	# of Hispanic or Latino:	317	Average Length of Service:	14.04

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1,080	# of Persons With Non-Disabilities:	17,237
% of Workforce:	5.26%	% of Workforce:	84.02%
Average Age:	52.81	Average Age:	46.20
Average Length of Service:	19.04	Average Length of Service:	13.16

Officials/Administrators EEO Category 1: 1,840	Professionals EEO Category 2: 7,262	Technicians EEO Category 3: 2,480	Protective Service: Sworn EEO Category 4: 3,073
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2,171	Skilled Craft EEO Category 7: 1,713	Service/Maintenance EEO Category 8: 1,969

Separation Rate: 6.50%	Hire Rate: 6.05%	Number Hires: 1,145	Transfer In: 98
Retirements: 521 (324 were SLIP)	All Terminations: 233	Voluntary Quits: 456	Transfer Out: 125

# of Classes Used: 774	Most Populous Classes: Correctional Officer (1,626), Residential Treatment Wkr (1,349), Income Maint Wkr 2 (714)		
Separations - By Class:	Residential Treatment Wkr (135), Correctional Officer (106), Income Maintenance Worker 2 (57)		
# Eligible for Retirement:	5,098 in next 5 years	% Eligible: Protective Occupations 15.63% & all others 26.32%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '09)

Vacation Payouts: \$5,075,128.17	Sick Leave Payouts: \$923,047.00	Annual Payroll: \$1,166,747,002	Avg. Base Salary: \$53,618.96	Overtime Days Worked: 117,390.0
Overtime Cost: \$30,087,353.95	Reassignment Pay: \$7,283.20	Recruitment Bonus Pay: \$19,632.00	Retention Pay: \$208,799.50	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$911,245.92	Vacation Pay - Earned Value: \$87,819,939.52	Vacation Days Earned: 440,722.0	Vacation Used Expense: \$81,542,852.90	Vacation Days Taken: 407,804.2
Workers' Comp Days Used: 11,810	Sick Leave Days Earned: 339,268.4	Reg. Sick Leave Used Expense: \$33,654,109.45	Reg. Sick Leave Days Used: 175,151.0	Converted Sick Leave To Vacation Days Used: 27,014.0
	Sick Leave -Earned Value: \$63,516,852.43		Avg. Sick Leave Days Per EE: 8.54	Converted Sick Leave To Vacation Used Expense: \$5,578,087.17
Injury Leave Used Expense: \$274,757.61	Injury Leave Days Used: 1,427.4	Classification Appeals: 13	Reclassifications Up (Filled): 208 Up (Vacant): 53 Down (Filled): 66 Down (Vacant): 28 Lateral (Filled): 80 Lateral (Vacant): 30 Approx. Annual New Cost of Reclassified Positions:* \$1,108,787.98	Grievances Contract Grievances: 563 Disciplinary: 302 Language: 261 Non-Contract Grievances: 16 Disciplinary: 9 Language: 7 Arbitrations: 4
Funeral Leave Used Expense: \$965,392.82	Funeral Days Used: 4,816.3	Extraordinary Pay: \$223,396.73		
Jury Leave Used Expense: \$88,169.78	Jury Leave Days Used: 430.3	Special Duty Pay: \$27,392.00		

* based on difference between average of old and new pay grade FY '09. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Begin of Year (FY '09) UU: 823 Gains/Losses (FY '09): 19 End of Year (FY '09) UU: 804	Minorities: Begin of Year (FY '09) UU: 272 Gains/Losses (FY '09): -2 End of Year (FY '09) UU: 274	PWD: Begin of Year (FY '09) UU: 1,043 Gains/Losses (FY '09): -38 End of Year (FY '09) UU: 1,081
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Sources: AS400 Queries; "Just the Facts for FY09" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 2009