

Department of Agriculture Facts – FY '09

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



General Information

Address: Wallace Building
502 East Ninth
Des Moines, IA 50319

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

# FT EEs: 385	# PT EEs: 1	# Temporary EEs: 23	Average Length of Service: 15.41
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Span of Control: 12.03	% Performance Evaluations Completed: 85.71%	Total Unemployment Insurance Claims: 3
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	146	<25	0	45-54	7	# of Females:	184	# of Males:	201
25-34	37	55-64	114	25-34	0	55-64	19	% of WF:	47.79%	% of WF:	52.21%
35-44	71	65+	17	35-44	6	65+	1	Average Age:	49.41	Average Age:	50.62
Employee Average Age:	50.04	Supervisor Average Age:	54.45	Average Length of Service:	15.54	Average Length of Service:	15.29				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	10	# of African-American:	4	# of Non-minorities:	370
% of Workforce:	2.60%	# of Asian:	4	% of Workforce:	96.10%
Average Age:	44.43	# of American Indian:	1	Average Age:	50.30
Average Length of Service:	9.43	# of Hispanic or Latino:	1	Average Length of Service:	15.68

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	22	# of Persons With Non-Disabilities:	340
% of Workforce:	5.71%	% of Workforce:	88.31%
Average Age:	56.22	Average Age:	49.62
Average Length of Service:	21.46	Average Length of Service:	14.93

Officials/Administrators EEO Category 1: 29	Professionals EEO Category 2: 119	Technicians EEO Category 3: 126	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 110	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 4.89%	Hire Rate: 2.83%	Number Hires: 8	Transfer In: 3
Retirements: 12 (7 were SLIP)	All Terminations: 1	Voluntary Quits: 4	Transfer Out: 2

# of Classes Used: 61	Most Populous Classes: Secretary 2 (101), Soil Conservation Tech 3 (26), Meat Inspector (19)
Separations - By Class:	Secretary 2 (4), Meat Inspector 2 (2), Soil Conservation Tech 2 (2)
# Eligible for Retirement:	113 in the next 5 years % Eligible: 29.35%

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

Vacation Payouts: \$58667.60	Sick Leave Payouts: \$16169.79	Annual Payroll: \$20,032,821	Avg. Base Salary: \$50,501.76	Overtime Days Worked: 129.6
Overtime Cost: \$33,401.68	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$1,618,343.57	Vacation Days Earned: 8,226.0	Vacation Used Expense: \$1,497,640.94	Vacation Days Taken: 7,681.7
Workers' Comp Days Used: 0	Sick Leave Days Earned: 6,233.7	Reg. Sick Leave Used Expense: \$635,157.28	Reg. Sick Leave Days Used: 3,462.0	Converted Sick Leave To Vacation Days Used: 833.7
	Sick Leave -Earned Value: \$1,155,169.13		Avg. Sick Leave Days Per EE: 8.99	Converted Sick Leave To Vacation Used Expense: \$180,746.32
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 2 Up (Vacant): 1 Down (Filled): 1 Down (Vacant): 2 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$3,681.60	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$37,414.02	Funeral Days Used: 196.4	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$3,459.90	Jury Leave Days Used: 18.2	Special Duty Pay: \$0		

* 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: Beginning of Year (FY '09) UU: 28 Gains/Losses (FY '09): 1 End of Year (FY '09) UU: 27	Minorities: Beginning of Year (FY '09) UU: 4 Gains/Losses (FY '09): 1 End of Year (FY '09) UU: 3	PWD: Beginning of Year (FY '09) UU: 20 Gains/Losses (FY '09): -1 End of Year (FY '09) UU: 21
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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