

Dept. of Commerce, Utilities Division Facts – FY '09

<http://www.state.ia.us/government/com/util/index.html>

General Information

Address: 350 Maple Street
Des Moines, IA 50319-0069



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

# FT EEs: 66	# PT EEs: 3	# Temporary EEs: 0	Average Length of Service: 15.78
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Span of Control: 7.44	% Performance Evaluations Completed: 92.42%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	19	<25	0	45-54	2	# of Females:	29	# of Males:	37
25-34	1	55-64	27	25-34	0	55-64	5	% of WF:	43.94%	% of WF:	56.06%
35-44	13	65+	6	35-44	2	65+	0	Average Age:	51.21	Average Age:	55.54
Employee Average Age: 53.64				Supervisor Average Age: 53.22				Average Length of Service: 17.42		Average Length of Service: 14.49	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	5	# of African-American:	2	# of Non-minorities:	60
% of Workforce:	7.58%	# of Asian:	3	% of Workforce:	90.91%
Average Age:	48.42	# of American Indian:	0	Average Age:	53.99
Average Length of Service:	13.27	# of Hispanic or Latino:	0	Average Length of Service:	16.11

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	57
% of Workforce:	4.55%	% of Workforce:	86.36%
Average Age:	55.63	Average Age:	53.00
Average Length of Service:	15.70	Average Length of Service:	14.94

Officials/Administrators EEO Category 1: 13	Professionals EEO Category 2: 45	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 7	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 7.46%	Hire Rate: 2.99%	Number Hires: 2	Transfer In: 0
Retirements: 3 (no SLIP)	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 1

# of Classes Used: 27	Most Populous Classes: Utility Specialist (11), Sr Utility Analyst (6), Utility Administrator 1 (6)		
Separations - By Class:	Utilities Board Chair (1), Utilities Regulation Inspector (1), Accounting Clerk 2 (1), Utility Specialist (1)		
# Eligible for Retirement:	32 in the next 5 years	% Eligible: 48.48%	

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

Vacation Payouts: \$31,409.33	Sick Leave Payouts: \$6,000.00	Annual Payroll: \$5,372,331	Avg. Base Salary: \$78,770.83	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$1,846.20	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$440,789.14	Vacation Days Earned: 1,471.2	Vacation Used Expense: \$397,171.89	Vacation Days Taken: 1,331.8
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,122.8	Reg. Sick Leave Used Expense: \$172,429.87	Reg. Sick Leave Days Used: 624.9	Converted Sick Leave To Vacation Days Used: 160.4
	Sick Leave -Earned Value: \$322,668.91		Avg. Sick Leave Days Per EE: 9.47	Converted Sick Leave To Vacation Used Expense: \$45,976.78
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$8,302.15	Funeral Days Used: 29.6	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$699.20	Jury Leave Days Used: 5.0	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: Begin of Year (FY '09) UU: 6	Minorities: Begin of Year (FY '09) UU: 0	PWD: Begin of Year (FY '09) UU: 2
Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): -1
End of Year (FY '09) UU: 6	End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 3

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