

Department of Corrections Facts – FY '09

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General Information

Address: Jessie Parker Building
510 East 12th Street
Des Moines, IA 50319

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

# FT EEs: 3,119	# PT EEs: 9	# Temporary EEs: 65	Average Length of Service: 11.99
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Span of Control: 11.82	% Performance Evaluations Completed: 97.21%	Total Unemployment Insurance Claims: 49
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	65	45-54	1,057	<25	0	45-54	131	# of Females:	1,015	# of Males:	2,104
25-34	504	55-64	603	25-34	12	55-64	53	% of WF:	32.54%	% of WF:	67.46%
35-44	855	65+	35	35-44	68	65+	1	Average Age:	45.80	Average Age:	45.35
Employee Average Age: 45.50				Supervisor Average Age: 48.73				Average Length of Service: 10.40		Average Length of Service: 12.76	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	170	# of African-American:	74	# of Non-minorities:	2,923
% of Workforce:	5.45%	# of Asian:	18	% of Workforce:	93.72%
Average Age:	43.13	# of American Indian:	19	Average Age:	45.61
Average Length of Service:	10.49	# of Hispanic or Latino:	59	Average Length of Service:	12.12

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	133	# of Persons With Non-Disabilities:	2,500
% of Workforce:	4.26%	% of Workforce:	80.15%
Average Age:	52.30	Average Age:	44.78
Average Length of Service:	17.90	Average Length of Service:	11.01

Officials/Administrators EEO Category 1: 268	Professionals EEO Category 2: 518	Technicians EEO Category 3: 107	Protective Service: Sworn EEO Category 4: 1,832
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 164	Skilled Craft EEO Category 7: 179	Service/Maintenance EEO Category 8: 51

Separation Rate: 6.89%	Hire Rate: 5.74%	Number Hires: 174	Transfer In: 6
Retirements: 68 (41 were SLIP)	All Terminations: 45	Voluntary Quits: 83	Transfer Out: 20

# of Classes Used: 134	Most Populous Classes: Correctional Officer (1,626), Correctional Counselor (157), Registered Nurse (121)		
Separations - By Class:	Correctional Officer (106), Registered Nurse (14), Licensed Practical Nurse (9)		
# Eligible for Retirement:	281 (regular IPERS), 302 (Protective Occupations) - Total 583		% Eligible: 21.83 (reg), 16.48 (proc occ)%

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

Vacation Payouts: \$532,581.51	Sick Leave Payouts: \$115,071.27	Annual Payroll: \$168,802,845	Avg. Base Salary: \$51,037.50	Overtime Days Worked: 17,853.3
Overtime Cost: \$4,863,181.06	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$34,570.72	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$235,885.80	Vacation Pay - Earned Value: \$11,998,010.08	Vacation Days Earned: 59,765.9	Vacation Used Expense: \$11,723,958.38	Vacation Days Taken: 57,968.3
Workers' Comp Days Used: 2,808	Sick Leave Days Earned: 50,832.3	Reg. Sick Leave Used Expense: \$5,996,243.49	Reg. Sick Leave Days Used: 31,464.8	Converted Sick Leave To Vacation Days Used: 2,306.1
	Sick Leave -Earned Value: \$9,552,508.87		Avg. Sick Leave Days Per EE: 10.09	Converted Sick Leave To Vacation Used Expense: \$504,108.31
Injury Leave Used Expense: \$64,172.13	Injury Leave Days Used: 343.8	Classification Appeals: 3	Reclassifications Up (Filled): 22 Up (Vacant): 2 Down (Filled): 6 Down (Vacant): 2 Lateral (Filled): 17 Lateral (Vacant): 3 Approx. Annual New Cost of Reclassified Positions:* \$78,280.80	Grievances Contract Grievances: 324 Disciplinary: 138 Language: 186 Non-Contract Grievances: 4 Disciplinary: 2 Language: 2 Arbitrations: 0
Funeral Leave Used Expense: \$380,955.61	Funeral Days Used: 2,039.8	Extraordinary Pay: \$8,793.44		
Jury Leave Used Expense: \$6,345.06	Jury Leave Days Used: 34.1	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: 275	Minorities: Begin of Year (FY '09) UU: 47	PWD: Begin of Year (FY '09) UU: 160
Gains/Losses (FY '09): -9	Gains/Losses (FY '09): -2	Gains/Losses (FY '09): -9
End of Year (FY '09) UU: 284	End of Year (FY '09) UU: 49	End of Year (FY '09) UU: 169