

Department of DOC-ASP (243) Facts – FY '09

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



General Information

Address: 406 North High Street, Box 10
Anamosa, IA 52205

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

# FT EEs: 343	# PT EEs: 1	# Temporary EEs: 3	Average Length of Service: 14.73
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Span of Control: 11.37	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	9	45-54	129	<25	0	45-54	20	# of Females:	71	# of Males:	272
25-34	52	55-64	67	25-34	1	55-64	5	% of WF:	20.70%	% of WF:	79.30%
35-44	80	65+	6	35-44	4	65+	0	Average Age:	44.95	Average Age:	46.38
Employee Average Age: 46.08				Supervisor Average Age: 50.12				Average Length of Service: 11.37		Average Length of Service: 15.60	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	12	# of African-American:	3	# of Non-minorities:	329
% of Workforce:	3.50%	# of Asian:	0	% of Workforce:	95.92%
Average Age:	39.21	# of American Indian:	4	Average Age:	46.37
Average Length of Service:	7.28	# of Hispanic or Latino:	5	Average Length of Service:	15.03

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	13	# of Persons With Non-Disabilities:	259
% of Workforce:	3.79%	% of Workforce:	75.51%
Average Age:	54.95	Average Age:	44.85
Average Length of Service:	18.27	Average Length of Service:	13.50

Officials/Administrators EEO Category 1: 23	Professionals EEO Category 2: 49	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 234
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 15	Skilled Craft EEO Category 7: 18	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A	Hire Rate: N/A%	Number Hires: 21	Transfer In: N/A
Retirements: 8 (6 were SLIP)	All Terminations: 2	Voluntary Quits: 3	Transfer Out: N/A

# of Classes Used: 45	Most Populous Classes: Correctional Officer (194), Sr Correctional Officer (24), Correctional Counselor (20)		
Separations - By Class:	Correctional Officer (9), 4 classes with 1 incumbent each		
# Eligible for Retirement:	27 civ & 58 prot occ in next 5 yrs	% Eligible: 24.77% civ & 24.79 prot occ%	

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

Vacation Payouts: \$68,640.45	Sick Leave Payouts: \$17,079.42	Annual Payroll: \$18,901,764.72	Avg. Base Salary: \$51,029.37	Overtime Days Worked: 1,999.6
Overtime Cost: \$569,567.14	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$21,847.57	Vacation Pay - Earned Value: \$1,442,055.53	Vacation Days Earned: 7,132.6	Vacation Used Expense: \$1,490,140.62	Vacation Days Taken: 7,304.3
Workers' Comp Days Used: 273	Sick Leave Days Earned: 5,458.6	Reg. Sick Leave Used Expense: \$699,901.05	Reg. Sick Leave Days Used: 3,606.0	Converted Sick Leave To Vacation Days Used: 257.0
	Sick Leave -Earned Value: \$1,025,421.94		Avg. Sick Leave Days Per EE: 10.51	Converted Sick Leave To Vacation Used Expense: \$55,037.64
Injury Leave Used Expense: \$7,106.49	Injury Leave Days Used: 41.2	Classification Appeals: N/A	Reclassifications Up (Filled): 6 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$26,884.00	Grievances Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$51,366.14	Funeral Days Used: 274.7	Extraordinary Pay: \$758.24		
Jury Leave Used Expense: \$701.10	Jury Leave Days Used: 3.7	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '90. Vacancies and laterals were not calculated into the "cost."

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

Females: Begin of Year (FY '09) UU: N/A	Minorities: Begin of Year (FY '09) UU: N/A	PWD: Begin of Year (FY '09) UU: N/A
Gains/Losses (FY '09): N/A	Gains/Losses (FY '09): N/A	Gains/Losses (FY '09): N/A
End of Year (FY '09) UU: N/A	End of Year (FY '09) UU: N/A	End of Year (FY '09) UU: N/A

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