

Department of DOC-IPI (250) Facts – FY '09

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



General Information

Address: 2323 Dean Avenue
Des Moines, IA 50317

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

# FT EEs: 82	# PT EEs: 0	# Temporary EEs: 3	Average Length of Service: 15.00
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Span of Control: 5.33	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	39	<25	0	45-54	9	# of Females:	25	# of Males:	57
25-34	4	55-64	20	25-34	0	55-64	2	% of WF:	30.49%	% of WF:	69.51%
35-44	18	65+	1	35-44	4	65+	0	Average Age:	48.38	Average Age:	49.42
Employee Average Age: 49.10				Supervisor Average Age: 48.83				Average Length of Service: 16.72		Average Length of Service: 14.25	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	3	# of African-American:	0	# of Non-minorities:	78
% of Workforce:	3.66%	# of Asian:	0	% of Workforce:	95.12%
Average Age:	37.31	# of American Indian:	1	Average Age:	49.41
Average Length of Service:	8.62	# of Hispanic or Latino:	2	Average Length of Service:	15.28

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	5	# of Persons With Non-Disabilities:	73
% of Workforce:	6.10%	% of Workforce:	89.02%
Average Age:	53.36	Average Age:	48.62
Average Length of Service:	24.52	Average Length of Service:	14.46

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 13	Technicians EEO Category 3: 2	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: 46	Service/Maintenance EEO Category 8: 5

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 2	Transfer In: N/A
Retirements: 4 (3 were SLIP)	All Terminations: 0	Voluntary Quits: 6	Transfer Out: N/A

# of Classes Used: 23	Most Populous Classes: State Industries Technician (18), Senior State Industries Technician (14), State Industries Supervisor (8)
Separations - By Class:	State Industrial Tech (4), Sr State Industrial Tech (2), 4 classes with 1 incumbent each
# Eligible for Retirement:	19 in next 5 years % Eligible: 23.17%

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

Vacation Payouts: \$22,396.18	Sick Leave Payouts: \$6,125.07	Annual Payroll: \$4,740,560.78	Avg. Base Salary: \$55,767.59	Overtime Days Worked: 148.4
Overtime Cost: \$42,492.30	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$20,060.82	Vacation Pay - Earned Value: \$373,039.58	Vacation Days Earned: 1,703.9	Vacation Used Expense: \$359,615.08	Vacation Days Taken: 1,635.6
Workers' Comp Days Used: 235	Sick Leave Days Earned: 1,247.2 Sick Leave -Earned Value: \$246,240.93	Reg. Sick Leave Used Expense: \$154,746.08	Reg. Sick Leave Days Used: 747.7 Avg. Sick Leave Days Per EE: 9.12	Converted Sick Leave To Vacation Days Used: 59.5 Converted Sick Leave To Vacation Used Expense: \$11,804.16
Injury Leave Used Expense: \$6,034.17	Injury Leave Days Used: 36.3	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 3 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$21,195.20	<u>Grievances</u> 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: \$13,234.48	Funeral Days Used: 66.9	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$38.25	Jury Leave Days Used: 0.3	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: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '09): N/A	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '09): N/A	PWD: Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '09): N/A
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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