

Department of DOC-ISP (242) Facts – FY '09

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



General Information

Address: 31 Avenue G, Box 316
Fort Madison, IA 52627

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

# FT EEs: 518	# PT EEs: 2	# Temporary EEs: 1	Average Length of Service: 14.62
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Span of Control: 12.88	% Performance Evaluations Completed: 98.07%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	12	45-54	177	<25	0	45-54	19	# of Females:	125	# of Males:	393
25-34	77	55-64	106	25-34	3	55-64	8	% of WF:	24.13%	% of WF:	75.87%
35-44	144	65+	2	35-44	10	65+	0	Average Age:	45.73	Average Age:	45.71
Employee Average Age: 45.72				Supervisor Average Age: 47.85				Average Length of Service: 11.36		Average Length of Service: 15.66	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	33	# of African-American:	9	# of Non-minorities:	485
% of Workforce:	6.37%	# of Asian:	3	% of Workforce:	93.63%
Average Age:	43.38	# of American Indian:	1	Average Age:	45.88
Average Length of Service:	14.85	# of Hispanic or Latino:	20	Average Length of Service:	14.60

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	14	# of Persons With Non-Disabilities:	370
% of Workforce:	2.70%	% of Workforce:	71.43%
Average Age:	52.87	Average Age:	44.63
Average Length of Service:	21.68	Average Length of Service:	12.66

Officials/Administrators EEO Category 1: 32	Professionals EEO Category 2: 68	Technicians EEO Category 3: 6	Protective Service: Sworn EEO Category 4: 368
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 23	Skilled Craft EEO Category 7: 21	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 32	Transfer In: N/A
Retirements: 14 (7 were SLIP)	All Terminations: 10	Voluntary Quits: 7	Transfer Out: N/A

# of Classes Used: 58	Most Populous Classes: Correctional Officer (322), Sr Correctional Officer (25), Correctional Counselor (18)		
Separations - By Class:	Correctional Officers (21), Correctional Supervisor 1 (2), Correctional Food Service Coordinator (2)		
# Eligible for Retirement:	45 civ & 21 prot occ in next 5 yrs	% Eligible: 30% civ & 24.18% prot occ%	

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

Vacation Payouts: \$105,664.53	Sick Leave Payouts: \$21,708.71	Annual Payroll: \$27,698,897.27	Avg. Base Salary: \$50,470.36	Overtime Days Worked: 2,568.7
Overtime Cost: \$729,829.93	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$1,680.96	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$73,863.93	Vacation Pay - Earned Value: \$2,112,959.40	Vacation Days Earned: 10,628.8	Vacation Used Expense: \$2,038,013.80	Vacation Days Taken: 10,308.7
Workers' Comp Days Used: 871	Sick Leave Days Earned: 8,201.1	Reg. Sick Leave Used Expense: \$983,878.71	Reg. Sick Leave Days Used: 5,175.4	Converted Sick Leave To Vacation Days Used: 364.2
	Sick Leave -Earned Value: \$1,535,319.42		Avg. Sick Leave Days Per EE: 9.99	Converted Sick Leave To Vacation Used Expense: \$75,819.50
Injury Leave Used Expense: \$26,436.26	Injury Leave Days Used: 139.6	Classification Appeals: N/A	Reclassifications Up (Filled): 1 Up (Vacant): 0 Down (Filled): 4 Down (Vacant): 0 Lateral (Filled): 5 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-41,406.40	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: \$74,359.84	Funeral Days Used: 398.1	Extraordinary Pay: \$5,675.20		
Jury Leave Used Expense: \$1,258.88	Jury Leave Days Used: 6.3	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: 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): 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