

# Department of DOC-NCF (245) Facts – FY '09

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



## General Information

**Address:** 307 S. 60<sup>th</sup> Avenue, W  
Newton, IA 50208

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

# FT EEs: 325	# PT EEs: 0	# Temporary EEs: 1	Average Length of Service: 10.54
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Span of Control: 11.89	% Performance Evaluations Completed: 97.23%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	7	45-54	90	<25	0	45-54	14	# of Females:	100	# of Males:	225
25-34	54	55-64	58	25-34	1	55-64	6	% of WF:	30.77%	% of WF:	69.23%
35-44	115	65+	1	35-44	7	65+	0	Average Age:	44.78	Average Age:	44.16
Employee Average Age: 44.35				Supervisor Average Age: 49.28				Average Length of Service: 10.15		Average Length of Service: 10.71	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	13	# of African-American:	5	# of Non-minorities:	307
% of Workforce:	4.00%	# of Asian:	1	% of Workforce:	94.46%
Average Age:	47.50	# of American Indian:	3	Average Age:	44.33
Average Length of Service:	12.09	# of Hispanic or Latino:	4	Average Length of Service:	10.52

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	21	# of Persons With Non-Disabilities:	252
% of Workforce:	6.46%	% of Workforce:	77.54%
Average Age:	48.12	Average Age:	44.11
Average Length of Service:	12.87	Average Length of Service:	9.97

Officials/Administrators EEO Category 1: 30	Professionals EEO Category 2: 48	Technicians EEO Category 3: 9	Protective Service: Sworn EEO Category 4: 203
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 14	Skilled Craft EEO Category 7: 14	Service/Maintenance EEO Category 8: 7

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 12	Transfer In: N/A
Retirements: 4 (2 were SLIP)	All Terminations: 6	Voluntary Quits: 13	Transfer Out: N/A

# of Classes Used: 52	Most Populous Classes: Correctional Officer (181), Correctional Counselor (22), Correctional Food Serv Coord (13)		
Separations - By Class:	Correctional Officer (12), Registered Nurse (4), 7 classes with 1 incumbent each		
# Eligible for Retirement:	23 civ & 17 prot occ in next 5 yrs	% Eligible: 18.85% civ & 8.37% prot occ%	

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

Vacation Payouts: \$31,095.32	Sick Leave Payouts: \$8,000.54	Annual Payroll: \$16,983,831.85	Avg. Base Salary: \$50,485.44	Overtime Days Worked: 1,631.0
Overtime Cost: \$443,848.16	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$8,146.56	Vacation Pay - Earned Value: \$1,185,691.36	Vacation Days Earned: 5,989.9	Vacation Used Expense: \$1,149,641.82	Vacation Days Taken: 5,776.0
Workers' Comp Days Used: 112	Sick Leave Days Earned: 5,313.8  Sick Leave -Earned Value: \$979,321.11	Reg. Sick Leave Used Expense: \$629,353.94	Reg. Sick Leave Days Used: 3,372.3  Avg. Sick Leave Days Per EE: 10.38	Converted Sick Leave To Vacation Days Used: 247.0  Converted Sick Leave To Vacation Used Expense: \$56,135.96
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 2 Up (Vacant): 1 Down (Filled): 0 Down (Vacant): 1 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$19,104.80	<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: \$35,554.48	Funeral Days Used: 204.9	Extraordinary Pay: \$2,360.00		
Jury Leave Used Expense: \$359.20	Jury Leave Days Used: 2.0	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)

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