

Department of Management Facts – FY '09

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General Information

Address: Ground Floor South
State Capitol Building
Des Moines, IA 50319

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

# FT EEs: 31	# PT EEs: 0	# Temporary EEs: 2	Average Length of Service: 16.93
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Span of Control: 15.00	% Performance Evaluations Completed: 96.77%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	16	<25	0	45-54	1	# of Females:	15	# of Males:	16
25-34	0	55-64	8	25-34	0	55-64	1	% of WF:	48.39%	% of WF:	51.61%
35-44	7	65+	0	35-44	0	65+	0	Average Age:	49.26	Average Age:	51.37
Employee Average Age: 50.35				Supervisor Average Age: 54.61				Average Length of Service: 16.64		Average Length of Service: 17.20	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	1	# of African-American:	0	# of Non-minorities:	28
% of Workforce:	3.23%	# of Asian:	0	% of Workforce:	90.32%
Average Age:	55.57	# of American Indian:	1	Average Age:	50.21
Average Length of Service:	25.63	# of Hispanic or Latino:	0	Average Length of Service:	17.59

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	0	# of Persons With Non-Disabilities:	28
% of Workforce:	0%	% of Workforce:	90.32%
Average Age:	N/A	Average Age:	50.22
Average Length of Service:	N/A	Average Length of Service:	17.11

Officials/Administrators EEO Category 1: 3	Professionals EEO Category 2: 26	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 2	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 12.70%	Hire Rate: 6.35%	Number Hires: 0	Transfer In: 2
Retirements: 0	All Terminations: 0	Voluntary Quits: 0	Transfer Out: 4

# of Classes Used: 12	Most Populous Classes: Fiscal & Policy Analyst Sr (7), Performance Results Facilitator (6), Fiscal & Policy Analyst Princ (5)		
Separations - By Class:			
# Eligible for Retirement:	8 in next 5 years	% Eligible: 25.81%	

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

Vacation Payouts: \$0	Sick Leave Payouts: \$0	Annual Payroll: \$2,679,654	Avg. Base Salary: \$84,687.53	Overtime Days Worked: 1.7
Overtime Cost: \$582.19	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$223,937.29	Vacation Days Earned: 666.9	Vacation Used Expense: \$209,844.85	Vacation Days Taken: 631.3
Workers' Comp Days Used: 0	Sick Leave Days Earned: 478.2	Reg. Sick Leave Used Expense: \$52,324.74	Reg. Sick Leave Days Used: 168.3	Converted Sick Leave To Vacation Days Used: 56.0
	Sick Leave -Earned Value: \$149,823.50		Avg. Sick Leave Days Per EE: 5.43	Converted Sick Leave To Vacation Used Expense: \$19,794.48
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 2 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-23,348.00	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,165.93	Funeral Days Used: 3.8	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,202.65	Jury Leave Days Used: 3.8	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: 5	Minorities: Begin of Year (FY '09) UU: 0	PWD: Begin of Year (FY '09) UU: 2
Gains/Losses (FY '09): 0	Gains/Losses (FY '09): 0	Gains/Losses (FY '09): -1
End of Year (FY '09) UU: 5	End of Year (FY '09) UU: 0	End of Year (FY '09) UU: 3

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: January 2010