

Parole Board Facts – FY '09

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



General Information

Address: 510 East 12th Street
Suite 3
Des Moines, IA 50319

Workforce Data

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

# FT EEs: 12	# PT EEs: 3	# Temporary EEs: 1	Average Length of Service: 11.93
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Span of Control: 4.33	% Performance Evaluations Completed: 66.67%	Total Unemployment Insurance Claims: 1
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	4	<25	0	45-54	1	# of Females:	9	# of Males:	3
25-34	4	55-64	3	25-34	0	55-64	2	% of WF:	75.00%	% of WF:	25.00%
35-44	1	65+	0	35-44	0	65+	0	Average Age:	43.13	Average Age:	49.13
Employee Average Age: 44.63				Supervisor Average Age: 56.40				Average Length of Service: 9.44		Average Length of Service: 19.39	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	4	# of African-American:	4	# of Non-minorities:	8
% of Workforce:	33.33%	# of Asian:	0	% of Workforce:	66.67%
Average Age:	49.49	# of American Indian:	0	Average Age:	42.20
Average Length of Service:	11.01	# of Hispanic or Latino:	0	Average Length of Service:	12.39

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1	# of Persons With Non-Disabilities:	11
% of Workforce:	8.33%	% of Workforce:	91.67%
Average Age:	56.64	Average Age:	43.54
Average Length of Service:	14.63	Average Length of Service:	11.69

Officials/Administrators EEO Category 1: 3	Professionals EEO Category 2: 6	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: 3	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 8.70%	Hire Rate: 26.09%	Number Hires: 2	Transfer In: 1
Retirements: 0	All Terminations: 1	Voluntary Quits: 0	Transfer Out: 0

# of Classes Used: 11	Most Populous Classes: Parole Board Liaison Officer (2), 10 classes with 1 incumbent each		
Separations - By Class:	Administrative Assistant 1 (1)		
# Eligible for Retirement:	4 in next 5 years	% Eligible: 33.33%	

Leave and Benefits

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

Vacation Payouts: \$156.14	Sick Leave Payouts: \$0	Annual Payroll: \$749,246	Avg. Base Salary: \$60,959.12	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$50,783.06	Vacation Days Earned: 204.1	Vacation Used Expense: \$49,931.68	Vacation Days Taken: 193.7
Workers' Comp Days Used: 0	Sick Leave Days Earned: 173.5	Reg. Sick Leave Used Expense: \$22,180.32	Reg. Sick Leave Days Used: 103.0	Converted Sick Leave To Vacation Days Used: 5.0
	Sick Leave -Earned Value: \$38,070.77		Avg. Sick Leave Days Per EE: 8.58	Converted Sick Leave To Vacation Used Expense: \$1,960.40
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	Grievances Contract Grievances: 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$731.76	Funeral Days Used: 4.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$110.24	Jury Leave Days Used: 1.0	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)

Females: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	Minorities: Begin of Year (FY '09) UU: N/A Gains/Losses (FY '09): N/A End of Year (FY '09) UU: N/A	PWD: 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: January 2010