## Parole Board Facts - FY '09

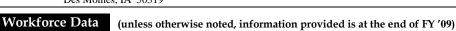
http://www.bop.state.ia.us/

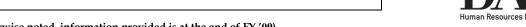
## **General Information**

Address: 510 East 12<sup>th</sup> Street

Suite 3

Des Moines, IA 50319





Employee Age Groups			Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>		
<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 Su			Supervis	or Ave	rage Age:	56.40	Average Length	of Service: 9.44	Average Length	of Service: 19.39	

<u>Minorities</u>		Breakout of Mino	<u>orities</u>	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 Disabi	<u>lities</u>	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	Professionals	Technicians	Protective Service: Sworn	
EEO Category 1: 3	EEO Category 2: 6	EEO Category 3: 0	EEO Category 4: 0	
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance	
EEO Category 5: 0	EEO Category 6: 3	EEO Category 7: 0	EEO Category 8: 0	
Separation Rate: 8.70%	Hire Rate: 26.09%	Number Hires: 2	Transfer In: 1	
Retirements: 0	All Terminations: 1	Voluntary Ouits: 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:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:
\$156.14	\$0	\$749,246	\$60,959.12	0
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:
\$0	\$0	\$0	\$0	\$0
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:
\$0	Value: \$50,783.06	204.1	\$49,931.68	193.7
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To
Used: 0	173.5	Expense:	103.0	Vacation Days Used:
		\$22,180.32		5.0
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:	
	Value:		8.58	Converted Sick Leave To
	\$38,070.77			Vacation Used Expense:
				\$1,960.40
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	<u>Reclassifications</u>	<u>Grievances</u>
Expense:	0	0	Up (Filled): 0	Contract Grievances: 1
\$0			Up (Vacant): 0	Disciplinary: 1
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 0	Language: 0
Expense:	4.0	\$0	Down (Vacant): 0	Non-Contract Grievances: 0
\$731.76			Lateral (Filled): 0	Disciplinary: 0
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 0
Expense:	1.0	\$0	Approx. Annual New Cost of	Arbitrations: 0
\$110.24			Reclassified Positions:*	
			\$0	

<sup>\*</sup> 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) UU:	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: January 2010

