

Department of Agriculture Facts – FY '10

<http://www.agriculture.state.ia.us/>



General Information

Address: Wallace Building
502 East 9th Street
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '10)

# FT EEs: 323	# PT EEs: 9	# Temporary EEs: 13	Average Length of Service: 14.89
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Span of Control: 11.27	% Performance Evaluations Completed: 46.22%	Total Unemployment Insurance Claims: 42
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	133	<25	0	45-54	7	# of Females:	148	# of Males:	175
25-34	33	55-64	87	25-34	0	55-64	15	% of WF:	45.82%	% of WF:	54.18%
35-44	62	65+	8	35-44	6	65+	2	Average Age:	47.96	Average Age:	50.49
Employee Average Age: 49.33				Supervisor Average Age: 54.82				Average Length of Service: 14.19		Average Length of Service: 15.47	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	9	# of African-American:	3	# of Non-minorities:	310
% of Workforce:	2.79%	# of Asian:	4	% of Workforce:	95.98%
Average Age:	45.79	# of American Indian:	1	Average Age:	49.48
Average Length of Service:	11.38	# of Hispanic or Latino:	1	Average Length of Service:	15.05

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	15	# of Persons With Non-Disabilities:	292
% of Workforce:	4.64%	% of Workforce:	90.40%
Average Age:	54.32	Average Age:	49.09
Average Length of Service:	20.20	Average Length of Service:	14.52

Officials/Administrators EEO Category 1: 24	Professionals EEO Category 2: 96	Technicians EEO Category 3: 117	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 85	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 18.64%	Hire Rate: 1.13%	Number Hires: 4	Transfer In: 0
Retirements: 53	All Terminations: 6	Voluntary Quits: 6	Transfer Out: 1

# of Classes Used: 54	Most Populous Classes: Secretary 2 (81), Soil Conservation Tech 3 (21), Meat Inspector (19)		
Separations - By Class:	Secretary 2 (19), Program Planner 3 (6), Soil Conservation Tech 2 (5), Soil Conservation Tech 3 (5)		
# Eligible for Retirement:	78 in next 5 years	% Eligible: 24.15%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '10)

Vacation Payouts: \$109,379.91	Sick Leave Payouts: \$96,779.99	Annual Payroll: \$18,948,162.17	Avg. Base Salary: \$51,620.20	Overtime Days Worked: 18.2
Overtime Cost: \$4,571.29	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$1,591,315.59	Vacation Days Earned: 7,900.2	Vacation Used Expense: \$1,373,454.62	Vacation Days Taken: 6,965.2
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 5,858.8	Reg. Sick Leave Used Expense: \$560,955.56	Reg. Sick Leave Days Used: 3,014.7	Converted Sick Leave To Vacation Days Used: 800.8
	Sick Leave -Earned Value: \$1,114,377.75		Avg. Sick Leave Days Per EE: 9.33	Converted Sick Leave To Vacation Used Expense: \$177,998.48
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 5 Down (Vacant): 0 Lateral (Filled): 2 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-66,393.60	<u>Grievances</u> Contract Grievances: 2 Disciplinary: 0 Language: 2 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$27,119.04	Funeral Days Used: 149.3	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$3,902.11	Jury Leave Days Used: 21.2	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '10. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Underutilization [UU] and Gains/Losses)

Females: Beginning of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	Minorities: Beginning of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	PWD: Beginning of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A
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Sources: AS400 Queries; "Just the Facts for FY10" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: December 15, 2010