

Dept. of Commerce, Utilities Division Facts – FY '10

<http://www.state.ia.us/government/com/util/index.html>



General Information

Address: 350 Maple Street
Des Moines, IA 50319-0069

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

# FT EEs: 64	# PT EEs: 3	# Temporary EEs: 0	Average Length of Service: 15.25
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Span of Control: 6.60	% Performance Evaluations Completed: 90.32%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	19	<25	0	45-54	2	# of Females:	28	# of Males:	36
25-34	3	55-64	26	25-34	0	55-64	5	% of WF:	43.75%	% of WF:	56.25%
35-44	12	65+	4	35-44	2	65+	1	Average Age:	50.95	Average Age:	53.37
Employee Average Age: 52.31				Supervisor Average Age: 54.99				Average Length of Service: 17.25		Average Length of Service: 13.70	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	5	# of African-American:	2	# of Non-minorities:	58
% of Workforce:	7.81%	# of Asian:	3	% of Workforce:	90.63%
Average Age:	49.41	# of American Indian:	0	Average Age:	52.43
Average Length of Service:	14.27	# of Hispanic or Latino:	0	Average Length of Service:	15.44

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	3	# of Persons With Non-Disabilities:	55
% of Workforce:	4.69%	% of Workforce:	85.94%
Average Age:	56.63	Average Age:	51.28
Average Length of Service:	16.70	Average Length of Service:	14.13

Officials/Administrators EEO Category 1: 13	Professionals EEO Category 2: 45	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 10.77%	Hire Rate: 10.77%	Number Hires: 6	Transfer In: 1
Retirements: 6	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 25	Most Populous Classes: Utility Specialist (9), Sr Utility Analyst (8), Utility Administrator 1 (7)
Separations - By Class:	Utilities Regulation Inspector (3), Secretary 2 (2), Utility Analyst 2 (1), Utility Specialist (1)
# Eligible for Retirement:	25 in the next 5 years % Eligible: 39.06%

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

Vacation Payouts: \$41,647.13	Sick Leave Payouts: \$14,000.00	Annual Payroll: \$5,137,012.47	Avg. Base Salary: \$79,149.49	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: N/A	Vacation Pay - Earned Value: \$433,669.75	Vacation Days Earned: 1,416.6	Vacation Used Expense: \$362,558.97	Vacation Days Taken: 1,210.2
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 1,072.0	Reg. Sick Leave Used Expense: \$158,224.63	Reg. Sick Leave Days Used: 549.3	Converted Sick Leave To Vacation Days Used: 154.1
	Sick Leave -Earned Value: \$312,880.45		Avg. Sick Leave Days Per EE: 8.58	Converted Sick Leave To Vacation Used Expense: \$45,934.64
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	Reclassifications Up (Filled): 1 Up (Vacant): 2 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$7,009.60	Grievances Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$6,489.30	Funeral Days Used: 22.6	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$828.03	Jury Leave Days Used: 2.6	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: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	Minorities: Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	PWD: Begin 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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