

# Department of DOC-ASP (243) Facts – FY '10

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

## General Information

**Address:** 406 North High Street, Box 10  
Anamosa, IA 52205



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

# FT EEs: 288	# PT EEs: 0	# Temporary EEs: 2	Average Length of Service: 15.09
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Span of Control: 10.63	% Performance Evaluations Completed: 0.93%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	122	<25	0	45-54	19	# of Females:	56	# of Males:	232
25-34	43	55-64	44	25-34	1	55-64	3	% of WF:	19.44%	% of WF:	80.56%
35-44	74	65+	2	35-44	4	65+	0	Average Age:	46.58	Average Age:	45.81
Employee Average Age: 45.96				Supervisor Average Age: 49.77				Average Length of Service: 12.66		Average Length of Service: 15.68	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	10	# of African-American:	2	# of Non-minorities:	276
% of Workforce:	3.47%	# of Asian:	0	% of Workforce:	95.83%
Average Age:	41.66	# of American Indian:	3	Average Age:	46.15
Average Length of Service:	9.59	# of Hispanic or Latino:	5	Average Length of Service:	15.32

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	224
% of Workforce:	2.43%	% of Workforce:	77.78%
Average Age:	51.30	Average Age:	45.30
Average Length of Service:	11.55	Average Length of Service:	14.24

Officials/Administrators EEO Category 1: 11	Professionals EEO Category 2: 37	Technicians EEO Category 3: 4	Protective Service: Sworn EEO Category 4: 198
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 12	Skilled Craft EEO Category 7: 15	Service/Maintenance EEO Category 8: 11

Separation Rate: N/A	Hire Rate: N/A%	Number Hires: 3	Transfer In: N/A
Retirements: 38	All Terminations: 7	Voluntary Quits: 11	Transfer Out: 42

# of Classes Used: 42	Most Populous Classes: Correctional Officer (163), Sr Correctional Officer (21), Registered Nurse (12)		
Separations - By Class:	Correctional Officer (33), Correctional Counselor (5), Sr Correctional Officer (4)		
# Eligible for Retirement:	74 in the next 5 years (28 General & 46 Prot Occ) % Eligible: 25.69% (General 31.11% & Prot Occ 23.23)%		

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

Vacation Payouts: \$52,333.29	Sick Leave Payouts: \$70,512.11	Annual Payroll: \$17,881,401.40	Avg. Base Salary: \$51,931.32	Overtime Days Worked: 2,228.3
Overtime Cost: \$635,851.07	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$1,396,467.90	Vacation Days Earned: 6,813.3	Vacation Used Expense: \$1,326,958.08	Vacation Days Taken: 6,471.6
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 5,100.0  Sick Leave -Earned Value: \$976,209.66	Reg. Sick Leave Used Expense: \$685,369.83	Reg. Sick Leave Days Used: 3,497.7  Avg. Sick Leave Days Per EE: 12.14	Converted Sick Leave To Vacation Days Used: 244.5  Converted Sick Leave To Vacation Used Expense: \$52,205.40
Injury Leave Used Expense: \$1,476.59	Injury Leave Days Used: 6.5	Classification Appeals: N/A	<u>Reclassifications</u> 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	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$52,930.30	Funeral Days Used: 272.5	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$399.25	Jury Leave Days Used: 2.3	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)

<b>Females:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	<b>Minorities:</b> Begin of Year (FY '10) UU: N/A Gains/Losses (FY '10): N/A End of Year (FY '10) UU: N/A	<b>PWD:</b> 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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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