

Department of DOC-ISP (242) Facts – FY '10

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



General Information

Address: 31 Avenue G, Box 316
Fort Madison, IA 52627

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

# FT EEs: 445	# PT EEs: 2	# Temporary EEs: 1	Average Length of Service: 13.96
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Span of Control: 14.87	% Performance Evaluations Completed: 93.63%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	7	45-54	173	<25	0	45-54	20	# of Females:	108	# of Males:	337
25-34	76	55-64	63	25-34	0	55-64	4	% of WF:	24.27%	% of WF:	75.73%
35-44	126	65+	0	35-44	6	65+	0	Average Age:	45.11	Average Age:	44.57
Employee Average Age: 44.70				Supervisor Average Age: 48.61				Average Length of Service: 10.78		Average Length of Service: 14.97	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	29	# of African-American:	8	# of Non-minorities:	416
% of Workforce:	6.52%	# of Asian:	3	% of Workforce:	93.48%
Average Age:	42.49	# of American Indian:	1	Average Age:	44.85
Average Length of Service:	14.52	# of Hispanic or Latino:	17	Average Length of Service:	13.92

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	8	# of Persons With Non-Disabilities:	332
% of Workforce:	1.80%	% of Workforce:	74.61%
Average Age:	49.24	Average Age:	43.92
Average Length of Service:	19.35	Average Length of Service:	12.24

Officials/Administrators EEO Category 1: 14	Professionals EEO Category 2: 49	Technicians EEO Category 3: 6	Protective Service: Sworn EEO Category 4: 328
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 17	Skilled Craft EEO Category 7: 18	Service/Maintenance EEO Category 8: 13

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 4	Transfer In: N/A
Retirements: 65	All Terminations: 11	Voluntary Quits: 8	Transfer Out: N/A

# of Classes Used: 48	Most Populous Classes: Correctional Officer (293), Sr Correctional Officer (17), Registered Nurse (15)		
Separations - By Class:	Correctional Officers (38), Correctional Counselor (8), Sr Correctional Officer (8)		
# Eligible for Retirement:	78 in next 5 years (22 Gen & 56 Prot Occ)	% Eligible: 17.53% (General 18.80% & Prot Occ 17.07%)	

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

Vacation Payouts: \$75,733.49	Sick Leave Payouts: \$123,066.33	Annual Payroll: \$26,159,112.62	Avg. Base Salary: \$50,713.02	Overtime Days Worked: 2,083.3
Overtime Cost: \$591,781.58	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$2,034,919.70	Vacation Days Earned: 10,141.3	Vacation Used Expense: \$1,832,779.34	Vacation Days Taken: 9,159.7
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 7,829.9	Reg. Sick Leave Used Expense: \$1,092,308.87	Reg. Sick Leave Days Used: 5,677.1	Converted Sick Leave To Vacation Days Used: 312.9
	Sick Leave -Earned Value: \$1,476,655.27		Avg. Sick Leave Days Per EE: 12.76	Converted Sick Leave To Vacation Used Expense: \$66,190.08
Injury Leave Used Expense: \$6,537.59	Injury Leave Days Used: 37.0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 2 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$582.40	<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: \$61,979.04	Funeral Days Used: 333.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$2,199.15	Jury Leave Days Used: 8.6	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): 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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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