

Department of Inspection & Appeals Facts – FY '10

http://www.state.ia.us/government/dia/index.html



General Information

Address: Lucas Building
321 East 12th Street
Des Moines, IA 50319-0083

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

# FT EEs: 478	# PT EEs: 33	# Temporary EEs: 27	Average Length of Service: 12.01
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Span of Control: 13.42	% Performance Evaluations Completed: 51.36%	Total Unemployment Insurance Claims: 52
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	179	<25	0	45-54	14	# of Females:	310	# of Males:	168
25-34	48	55-64	123	25-34	1	55-64	17	% of WF:	64.85%	% of WF:	35.15%
35-44	120	65+	8	35-44	6	65+	0	Average Age:	48.00	Average Age:	48.59
Employee Average Age: 48.21				Supervisor Average Age: 52.26				Average Length of Service: 11.68		Average Length of Service: 12.62	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	29	# of African-American:	8	# of Non-minorities:	430
% of Workforce:	6.07%	# of Asian:	10	% of Workforce:	89.96%
Average Age:	45.26	# of American Indian:	3	Average Age:	48.32
Average Length of Service:	11.25	# of Hispanic or Latino:	8	Average Length of Service:	11.95

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	21	# of Persons With Non-Disabilities:	426
% of Workforce:	4.39%	% of Workforce:	89.12%
Average Age:	52.15	Average Age:	47.91
Average Length of Service:	14.33	Average Length of Service:	11.63

Officials/Administrators EEO Category 1: 27	Professionals EEO Category 2: 386	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 62	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 14.99%	Hire Rate: 3.75%	Number Hires: 10	Transfer In: 9
Retirements: 65	All Terminations: 5	Voluntary Quits: 5	Transfer Out: 1

# of Classes Used: 54	Most Populous Classes: Public Defender 2 (86), Health Facilities Surveyor (80), Gaming Representative 2 (31)		
Separations - By Class:	Health Facilities Surveyor (8), Investigator 3 (8), Secretary 1 (8)		
# Eligible for Retirement:	88 in the next 5 years	% Eligible: 18.41%	

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

Vacation Payouts: \$130,261.43	Sick Leave Payouts: \$125,343.88	Annual Payroll: \$34,931,466.86	Avg. Base Salary: \$66,175.27	Overtime Days Worked: 77.8
Overtime Cost: \$26,273.79	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: N/A	Vacation Pay - Earned Value: \$2,794,124.94	Vacation Days Earned: 10,908.7	Vacation Used Expense: \$2,418,656.60	Vacation Days Taken: 9,584.1
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 9,038.8	Reg. Sick Leave Used Expense: \$935,112.46	Reg. Sick Leave Days Used: 4,016.4	Converted Sick Leave To Vacation Days Used: 1,092.1
	Sick Leave -Earned Value: \$2,172,383.70		Avg. Sick Leave Days Per EE: 8.40	Converted Sick Leave To Vacation Used Expense: \$300,546.13
Injury Leave Used Expense: \$1,613.62	Injury Leave Days Used: 8.4	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 11 Up (Vacant): 0 Down (Filled): 7 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$63,481.60	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$42,324.63	Funeral Days Used: 193.2	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,697.24	Jury Leave Days Used: 8.0	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	Minorities: Begin of Year (FY '10) UU: N/A	PWD: Begin of Year (FY '10) UU: N/A
Gains/Losses (FY '10): N/A	Gains/Losses (FY '10): N/A	Gains/Losses (FY '10): N/A
End of Year (FY '10) UU: N/A	End of Year (FY '10) UU: N/A	End of Year (FY '10) UU: N/A

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