

# Parole Board Facts – FY '10

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



## General Information

**Address:** 510 East 12<sup>th</sup> Street  
Suite 3  
Des Moines, IA 50319

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

# FT EEs: 8	# PT EEs: 1	# Temporary EEs: 1	Average Length of Service: 14.90
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Span of Control: 4.00	% Performance Evaluations Completed: 0%	Total Unemployment Insurance Claims: 5
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	2	<25	0	45-54	0	# of Females:	5	# of Males:	3
25-34	2	55-64	3	25-34	0	55-64	2	% of WF:	62.50%	% of WF:	37.50%
35-44	1	65+	0	35-44	0	65+	0	Average Age:	43.07	Average Age:	51.57
Employee Average Age: 46.26				Supervisor Average Age: 56.49				Average Length of Service: 16.52		Average Length of Service: 12.20	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	2	# of Non-minorities:	6
% of Workforce:	25.00%	# of Asian:	0	% of Workforce:	75.00%
Average Age:	56.49	# of American Indian:	0	Average Age:	42.84
Average Length of Service:	21.68	# of Hispanic or Latino:	0	Average Length of Service:	12.64

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	1	# of Persons With Non-Disabilities:	7
% of Workforce:	12.50%	% of Workforce:	87.50%
Average Age:	57.64	Average Age:	44.63
Average Length of Service:	15.62	Average Length of Service:	14.80

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

Separation Rate: 60.00%	Hire Rate: 20.00%	Number Hires: 2	Transfer In: 0
Retirements: 2	All Terminations: 3	Voluntary Quits: 1	Transfer Out: 0

# of Classes Used: 7	Most Populous Classes: Parole Board Liaison Officer (2), 6 classes with 1 incumbent each		
Separations - By Class:	Clerk (2), 4 classes with 1 incumbent each		
# Eligible for Retirement:	4 in the next 5 years	% Eligible: 50.00%	

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

Vacation Payouts: \$8,205.51	Sick Leave Payouts: \$4,000.00	Annual Payroll: \$729,850.00	Avg. Base Salary: \$67,348.62	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: \$47,478.26	Vacation Days Earned: 189.3	Vacation Used Expense: \$44,182.37	Vacation Days Taken: 177.1
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 160.1	Reg. Sick Leave Used Expense: \$31,538.89	Reg. Sick Leave Days Used: 136.5	Converted Sick Leave To Vacation Days Used: 2.0
	Sick Leave -Earned Value: \$35,947.98		Avg. Sick Leave Days Per EE: 17.06	Converted Sick Leave To Vacation Used Expense: \$784.16
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<b>Reclassifications</b> 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	<b>Grievances</b> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 1 Disciplinary: 0 Language: 1 Arbitrations: 0
Funeral Leave Used Expense: \$214.80	Funeral Days Used: 1.0	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 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)

<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