

# Department of Natural Resources Facts – FY '10

<http://www.iowadnr.com/>



## General Information

**Address:** Wallace Building  
502 East Ninth Street  
Des Moines, IA 50319-0034

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

# FT EEs: 896	# PT EEs: 1	# Temporary EEs: 309	Average Length of Service: 13.56
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Span of Control: 11.82	% Performance Evaluations Completed: 83.80%	Total Unemployment Insurance Claims: 156
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	4	45-54	260	<25	0	45-54	32	# of Females:	268	# of Males:	628
25-34	225	55-64	163	25-34	7	55-64	20	% of WF:	29.91%	% of WF:	70.09%
35-44	238	65+	6	35-44	17	65+	0	Average Age:	43.94	Average Age:	44.19
Employee Average Age: 44.12				Supervisor Average Age: 48.15				Average Length of Service: 11.86		Average Length of Service: 14.28	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	46	# of African-American:	9	# of Non-minorities:	848
% of Workforce:	5.13%	# of Asian:	20	% of Workforce:	94.64%
Average Age:	45.77	# of American Indian:	10	Average Age:	44.02
Average Length of Service:	12.54	# of Hispanic or Latino:	7	Average Length of Service:	13.63

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	24	# of Persons With Non-Disabilities:	813
% of Workforce:	2.68%	% of Workforce:	90.74%
Average Age:	47.35	Average Age:	43.84
Average Length of Service:	17.45	Average Length of Service:	13.39

Officials/Administrators EEO Category 1: 87	Professionals EEO Category 2: 510	Technicians EEO Category 3: 140	Protective Service: Sworn EEO Category 4: 110
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 44	Skilled Craft EEO Category 7: 4	Service/Maintenance EEO Category 8: 1

Separation Rate: 10.20%	Hire Rate: 4.12%	Number Hires: 37	Transfer In: 1
Retirements: 78	All Terminations: 3	Voluntary Quits: 3	Transfer Out: 10

# of Classes Used: 80	Most Populous Classes: Environmental Specialist (102), Conservation Officer (80), Natural Resources Technician 2 (75)		
Separations - By Class:	Natural Resources Tech 2 (9), Conservation Officer (8), Environmental Specialist Sr (6)		
# Eligible for Retirement:	183 in the next 5 years (158 Gen & 25 Prot Occ)	% Eligible: 20.42% (Gen 20.10% & Prot Occ 22.73)%	

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

Vacation Payouts: \$296,081.33	Sick Leave Payouts: \$135,131.40	Annual Payroll: \$59,339,277.25	Avg. Base Salary: \$58,749.73	Overtime Days Worked: 248.0
Overtime Cost: \$65,772.33	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$4,404,413.05	Vacation Days Earned: 18,857.3	Vacation Used Expense: \$3,964,807.12	Vacation Days Taken: 16,954.3
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 13,744.7	Reg. Sick Leave Used Expense: \$1,172,480.04	Reg. Sick Leave Days Used: 5,430.9	Converted Sick Leave To Vacation Days Used: 2,014.0
	Sick Leave -Earned Value: \$3,013,735.50		Avg. Sick Leave Days Per EE: 6.06	Converted Sick Leave To Vacation Used Expense: \$487,823.44
Injury Leave Used Expense: \$609.52	Injury Leave Days Used: 3.1	Classification Appeals: 1	<u>Reclassifications</u> Up (Filled): 11 Up (Vacant): 1 Down (Filled): 2 Down (Vacant): 1 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$80,152.80	<u>Grievances</u> Contract Grievances: 7 Disciplinary: 4 Language: 3 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 1
Funeral Leave Used Expense: \$33,135.13	Funeral Days Used: 144.8	Extraordinary Pay: \$1,783.20		
Jury Leave Used Expense: \$7,653.96	Jury Leave Days Used: 33.6	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)

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