

# Department of Transportation Facts – FY '10

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



## General Information

**Address:** 800 Lincoln Way  
Ames, IA 50010

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

# FT EEs: 2,747	# PT EEs: 14	# Temporary EEs: 140	Average Length of Service: 15.38
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Span of Control: 13.01	% Performance Evaluations Completed: 95.88%	Total Unemployment Insurance Claims: 778
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	30	45-54	1,218	<25	0	45-54	116	# of Females:	674	# of Males:	2,073
25-34	332	55-64	512	25-34	2	55-64	47	% of WF:	24.54%	% of WF:	75.46%
35-44	633	65+	22	35-44	51	65+	2	Average Age:	47.03	Average Age:	47.02
Employee Average Age:	47.02	Supervisor Average Age:	50.22	Average Length of Service:	15.89	Average Length of Service:	15.22				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	123	# of African-American:	42	# of Non-minorities:	2,619
% of Workforce:	4.48%	# of Asian:	27	% of Workforce:	95.34%
Average Age:	46.95	# of American Indian:	31	Average Age:	47.05
Average Length of Service:	16.31	# of Hispanic or Latino:	23	Average Length of Service:	15.36

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	146	# of Persons With Non-Disabilities:	2,011
% of Workforce:	5.31%	% of Workforce:	73.21%
Average Age:	50.63	Average Age:	47.17
Average Length of Service:	19.60	Average Length of Service:	15.89

Officials/Administrators EEO Category 1: 175	Professionals EEO Category 2: 520	Technicians EEO Category 3: 487	Protective Service: Sworn EEO Category 4: 109
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 294	Skilled Craft EEO Category 7: 1,139	Service/Maintenance EEO Category 8: 23

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 167	Transfer In: N/A
Retirements: 423	All Terminations: 23	Voluntary Quits: 23	Transfer Out: N/A

# of Classes Used: 163	Most Populous Classes: Highway Tech Associate (614), Highway Technician (122), Equipment Operator Sr. (114)
Separations - By Class:	Highway Tech Associate (111), Equipment Operator Senior (23), Mechanic (18)
# Eligible for Retirement:	646 in the next 5 years (633 Gen & 13 Prot Occ) % Eligible: 23.52% (Gen 24.00% & Prot Occ 11.93%)

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

Vacation Payouts: \$581,585.04	Sick Leave Payouts: \$792,043.94	Annual Payroll: \$169,510,022.33	Avg. Base Salary: \$53,137.84	Overtime Days Worked: 45,418.6
Overtime Cost: \$12,139,335.99	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$14,020,935.67	Vacation Days Earned: 88,053.8	Vacation Used Expense: \$12,781,922.54	Vacation Days Taken: 79,141.6
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 58,835.7	Reg. Sick Leave Used Expense: \$4,305,536.37	Reg. Sick Leave Days Used: 21,975.8	Converted Sick Leave To Vacation Days Used: 5,571.8
	Sick Leave -Earned Value: \$8,952,082.16		Avg. Sick Leave Days Per EE: 8.00	Converted Sick Leave To Vacation Used Expense: \$445,099.54
Injury Leave Used Expense: \$94,351.38	Injury Leave Days Used: 536.4	Classification Appeals: 3	<u>Reclassifications</u> Up (Filled): 18 Up (Vacant): 27 Down (Filled): 1 Down (Vacant): 15 Lateral (Filled): 10 Lateral (Vacant): 17 Approx. Annual New Cost of Reclassified Positions:* \$73,788.00	<u>Grievances</u> Contract Grievances: 61 Disciplinary: 23 Language: 38 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 1
Funeral Leave Used Expense: \$N/A	Funeral Days Used: N/A	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$N/A	Jury Leave Days Used: N/A	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