

Department of DOC-ICIW (249) Facts – FY '11

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



General Information

Address: 300 Elm Avenue, SW
PO Box 1338
Mitchellville, IA 50169

Workforce Data (unless otherwise noted, information provided is at the end of FY '11)

# FT EEs: 177	# PT EEs: 0	# Temporary EEs: 5	Average Length of Service: 8.79
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Span of Control: 12.57	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	66	<25	0	45-54	8	# of Females:	94	# of Males:	83
25-34	34	55-64	23	25-34	1	55-64	2	% of WF:	53.11%	% of WF:	46.89%
35-44	48	65+	3	35-44	3	65+	0	Average Age:	43.48	Average Age:	45.94
Employee Average Age:	44.63	Supervisor Average Age:	48.93	Average Length of Service:	8.05	Average Length of Service:	9.64				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	15	# of African-American:	8	# of Non-minorities:	161
% of Workforce:	8.47%	# of Asian:	1	% of Workforce:	90.96%
Average Age:	40.06	# of American Indian:	1	Average Age:	44.96
Average Length of Service:	7.64	# of Hispanic or Latino:	5	Average Length of Service:	8.87

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	5	# of Persons With Non-Disabilities:	159
% of Workforce:	2.82%	% of Workforce:	89.83%
Average Age:	48.82	Average Age:	44.26
Average Length of Service:	12.48	Average Length of Service:	8.27

Officials/Administrators EEO Category 1: 9	Professionals EEO Category 2: 36	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 110
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 5	Skilled Craft EEO Category 7: 9	Service/Maintenance EEO Category 8: 5

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 20	Transfer In: N/A
Retirements: 4	All Terminations: 7	Voluntary Quits: 6	Transfer Out: N/A

# of Classes Used: 34	Most Populous Classes: Correctional Officer (102), Correctional Counselor (14), Registered Nurse (9)
Separations - By Class:	Correctional Officer (13), Registered Nurse (2), Correctional Counselor (1), Correctional Supervisor 2 (1)
# Eligible for Retirement:	18 in the next 5 years (10 Gen & 8 Prot Occ) % Eligible: 10.17% (Gen 14.93% & Prot Occ 7.27)%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '11)

Vacation Payouts: \$23,605.92	Sick Leave Payouts: \$6,456.23	Annual Payroll: \$9,607,501.03	Avg. Base Salary: \$52,613	Overtime Days Worked: 450.4
Overtime Cost: \$125,062.08	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$641,555.94	Vacation Days Earned: 3,150.5	Vacation Used Expense: \$601,515.77	Vacation Days Taken: 2,920.1
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 2,928.8	Reg. Sick Leave Used Expense: \$310,513.35	Reg. Sick Leave Days Used: 1,507.8	Converted Sick Leave To Vacation Days Used: 203.0
	Sick Leave -Earned Value: \$567,465.26		Avg. Sick Leave Days Per EE: 8.52	Converted Sick Leave To Vacation Used Expense: \$46,898.36
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$9,380.80	<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: \$16,218.44	Funeral Days Used: 90.2	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,180.42	Jury Leave Days Used: 5.5	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '11. Vacancies and laterals were not calculated into the "cost."