

Department of DOC-ISP (242) Facts – FY '11

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



General Information

Address: 31 Avenue G, Box 316
Fort Madison, IA 52627

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

# FT EEs: 447	# PT EEs: 2	# Temporary EEs: 2	Average Length of Service: 14.47
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Span of Control: 15.38	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	5	45-54	178	<25	0	45-54	19	# of Females:	109	# of Males:	338
25-34	68	55-64	67	25-34	1	55-64	4	% of WF:	24.38%	% of WF:	75.62%
35-44	128	65+	1	35-44	5	65+	0	Average Age:	46.33	Average Age:	44.95
Employee Average Age: 45.29				Supervisor Average Age: 49.35				Average Length of Service: 11.52		Average Length of Service: 15.43	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	30	# of African-American:	8	# of Non-minorities:	417
% of Workforce:	6.71%	# of Asian:	3	% of Workforce:	93.29%
Average Age:	42.73	# of American Indian:	1	Average Age:	45.47
Average Length of Service:	15.02	# of Hispanic or Latino:	18	Average Length of Service:	14.43

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	7	# of Persons With Non-Disabilities:	338
% of Workforce:	1.57%	% of Workforce:	75.62%
Average Age:	48.54	Average Age:	44.52
Average Length of Service:	18.42	Average Length of Service:	12.76

Officials/Administrators EEO Category 1: 14	Professionals EEO Category 2: 54	Technicians EEO Category 3: 6	Protective Service: Sworn EEO Category 4: 327
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 17	Skilled Craft EEO Category 7: 16	Service/Maintenance EEO Category 8: 13

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 20	Transfer In: N/A
Retirements: 3	All Terminations: 4	Voluntary Quits: 13	Transfer Out: N/A

# of Classes Used: 48	Most Populous Classes: Correctional Officer (289), Sr Correctional Officer (21), Registered Nurse (14)		
Separations - By Class:	Correctional Officers (12), Power Plant Engineer 4 (2), 6 classes with 1 incumbent each		
# Eligible for Retirement:	90 in next 5 years (25 Gen & 65 Prot Occ)	% Eligible: 20.13% (General 20.83% & Prot Occ 19.88%)	

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

Vacation Payouts: \$126,891.39	Sick Leave Payouts: \$3,457.10	Annual Payroll: \$25,404,697.09	Avg. Base Salary: \$52,848	Overtime Days Worked: 2,383.7
Overtime Cost: \$689,910.45	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$1,877,242.74	Vacation Days Earned: 9,129.8	Vacation Used Expense: \$1,870,100.13	Vacation Days Taken: 9,114.8
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 7,335.0	Reg. Sick Leave Used Expense: \$972,041.16	Reg. Sick Leave Days Used: 4,961.6	Converted Sick Leave To Vacation Days Used: 251.0
	Sick Leave -Earned Value: \$1,424,321.97		Avg. Sick Leave Days Per EE: 11.10	Converted Sick Leave To Vacation Used Expense: \$52,766.72
Injury Leave Used Expense: \$16,985.95	Injury Leave Days Used: 89.4	Classification Appeals: N/A	<u>Reclassifications</u> 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	<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: \$55,447.80	Funeral Days Used: 284.9	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$3,031.43	Jury Leave Days Used: 13.6	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."