Parole Board Facts - FY '11

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

General Information

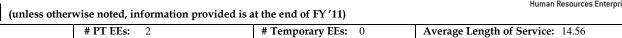
FT EEs:

510 East 12th Street Address:

Suite 3

Des Moines, IA 50319

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



Span of Control: 4.00 % Performance Evaluations Completed: N/A% Total Unemployment Insurance Claims: 2

Employee Age Groups				Supervisor Age Groups			oups_	<u>Females</u>		<u>Males</u>	
<25	0	45-54	2	<25	0	45-54	0	# of Females:	7	# of Males:	2
25-34	2	55-64	2	25-34	0	55-64	2	% of WF:	77.78%	% of WF:	22.22%
35-44	2	65+	1	35-44	0	65+	0	Average Age:	46.55	Average Age:	46.59
Employee Average Age: 46.56			Supervis	sor Ave	rage Age:	57.49	Average Length	of Service: 13.22	Average Length	of Service: 19.27	

<u>Minorities</u>		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities: 3		# of African-American:	3	# of Non-minorities:	6
% of Workforce:	33.33%	# of Asian:	0	% of Workforce:	66.67%
Average Age:	51.68	# of American Indian:	0	Average Age:	43.99
Average Length of Service:	15.25	# of Hispanic or Latino:	0	Average Length of Service:	14.22

Persons With Disabil	<u>ities</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	1	# of Persons With Non-Disabilities: 8		
% of Workforce:	11.11%	% of Workforce:	88.89%	
Average Age:	58.64	Average Age:	45.05	
Average Length of Service:	16.62	Average Length of Service:	14.30	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn	
EEO Category 1: 3	EEO Category 2: 4	EEO Category 3: 0	EEO Category 4: 0	
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance	
EEO Category 5: 0	EEO Category 6: 2	EEO Category 7: 0	EEO Category 8: 0	
	1		1	
Separation Rate: 11.76%	Hire Rate: 23.53%	Number Hires: 1	Transfer In: 1	
Retirements: 0	All Terminations: 1	Voluntary Quits: 0	Transfer Out: 0	

# of Classes Used: 8	Most Populous Classes: Parole Board Liaison Officer (2), 7 classes with 1 incumbent each				
Separations - By Class:	Parole Board Vice Chair (1)				
# Eligible for Retirement:	4 in the next 5 years	% Eligible: 44.44%			

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

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:
\$4,212.81	\$0	\$631,158.58	\$63,750	0
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:
\$0	\$0	\$0	\$0	\$0
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:
\$N/A	Value: \$41,052.86	167.0	\$34,855.31	139.3
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To
Used: N/A	139.3	Expense: \$30,524.95	131.3	Vacation Days Used:
	Sick Leave -Earned Value: \$31,946.19	\$30,324.73	Avg. Sick Leave Days Per EE: 14.59	Converted Sick Leave To Vacation Used Expense: \$0
Injury Leave Used Expense: \$0	Injury Leave Days Used:	Classification Appeals:	Reclassifications Up (Filled): 0 Up (Vacant): 0	Grievances Contract Grievances: 0 Disciplinary: 0
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 0	Language: 0
Expense:	45.5	\$0	Down (Vacant): 0	Non-Contract Grievances: 0
\$10,588.26			Lateral (Filled): 0	Disciplinary: 0
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 0
Expense: \$228.08	0.8	\$0	Approx. Annual New Cost of Reclassified Positions:* \$0	Arbitrations: 0

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

Sources: AS400 Queries; "Just the Facts for FY11" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers. Date of Completion: December 2011

