
Just the Facts

For 2012

IOWA EXECUTIVE BRANCH WORKFORCE ALMANAC



State of Iowa
November 2012

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**Questions?: Contact Pete Peterson, Iowa Department of Administrative Services,
Human Resource Enterprise at (515) 281-4429**

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The information in “Just the Facts for 2012” is a snapshot of the workforce, collected, compiled, and presented in a format that will aid agencies and decision makers in strategic planning. In many cases, data cover a number of years and are presented to give the reader a sense of trends.

DAS/HRE publishes “Just the Facts 2012,” an almanac on the Executive Branch workforce, for two primary reasons. First, to assist state decision makers in preparing for the future. Thorough strategic planning is requisite to state government’s future ability to provide quality products and services. Second, the almanac is intended to function as an historical source of workforce data that can be used for comparative purposes as the workforce continues to change.

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Chapter 2: Salaries

The annual base salary has increased a total of 20.9% since FY 2005, an average of about 3.0% a year. The average annual base salary of state employees in FY 2012 was \$57,434 or \$27.61 per hour.

It is useful to compare salaries paid to Executive Branch employees with salaries paid by other employers. Because the work of government is primarily knowledge-based, many jobs require at least a college education, while others require post-graduate degrees. According to the U.S. Census Bureau, in 2009, individuals who held a bachelor's degree had a mean salary of \$64,800 annually, while individuals with a master's degree had a mean of \$80,400 a year.

Since the first "Just the Facts" in FY 2000, Reassignment, Recruitment, Retention and Performance bonuses have been drastically reduced. From FY 2000 to FY 2012, the total for these bonus pay expenditures have been reduced by 99.5% across all Executive Branch Departments.

Overtime has also been reduced. Executive Branch employees earned 68,271.6 days of overtime in Fiscal Year 2012, valued at \$17,363,624.11. Of the 68,271.6 days of overtime worked, 82.1% of these days were worked in three departments: Human Services, Transportation, and Corrections. From FY 2000 to FY 2012, overtime has been reduced by 42.9% across all Executive Branch Departments. In FY 2000, the average amount of overtime worked for employees in Human Services, Transportation, and Corrections, when aggregated, was 8.66 days per state employee. In FY 2012, the number of days per employee has dropped to 5.28 days.

Chapter 3: Equal Employment

The State of Iowa is committed to equal opportunity in employment and ensuring that employment practices are nondiscriminatory. Based on 2000 U.S. Census data, the Executive Branch workforce continues to represent females and minorities in most EEO categories at rates greater than the relevant labor market. Females represent 50.5% of the Executive Branch's workforce compared to 47.4% in the statewide labor force. Minorities make up 6.2% of the Executive Branch's workforce while their representation in the statewide labor force is 6.0%. The representation of persons with disabilities in the Executive Branch's workforce is 4.1%. Over 43% of both female and racial/ethnic minority employees are found in professional job classes.

Chapter 4: Leave

Employees earned 379,643.9 days of vacation with a value of \$85,803,939.14 and took 357,785.8 days of vacation valued at \$80,622,378.88. This is approximately 18.93 vacation days taken per full-time and part-time employee.

Employees used 164,000.5 days of regular sick leave, valued at \$33,638,249.50, during FY 2012. This is about 8.68 days per full-time and part-time employee. This was just over half of the total 294,230.7 days of total sick leave earned, valued at \$61,763,938.33.

Chapter 5: Benefits

Health care costs and utilization continue to rise nationwide, and employees continue to ask for more flexibility in the benefits they receive. Just over 16% of health contract holders in the Executive Branch were in Wellmark's Program 3 Plus health plan. The employee premium share of family coverage for this plan has risen approximately 11% since FY 2003. The employer premium share of family coverage for this plan has more than doubled during the same period.

Chapter 6: Employee Mobility

Many factors affect employee mobility: growth or decline in the number of state jobs, the availability of funding, the dynamics of state programs, types of occupations, geographical location of jobs, the characteristics of state employees themselves, external labor market conditions, and the availability of other employment.

The Executive Branch new hire rate has decreased from 6.5% in FY 2005 to 4.3% in FY 2012. The Executive Branch turnover rate has increased from 5.5% in FY 2005 to 6.6% in FY 2012. By comparison, according to data obtained from the U.S. Department of Labor, Bureau of Labor Statistics, annual turnover rates for the U.S. in 2010 were 35.7%. In contrast, state and local government turnover for the same period of time was 16.2%.

A five-year average shows that over 53% of employees who voluntarily left the Executive Branch were with the State for less than three years. This, along with the fact that by FY 2017, it has been estimated that over 24% of the current workforce will have reached retirement eligibility, makes it imperative that workforce planning be a part of the strategic planning process.

Chapter 7: Age & Years of Service

The Executive Branch's workforce has continued to age since the first "Just the Facts" in FY 2000, until the two previous fiscal years, but this trend has again reversed to show an aging workforce. During the past five years, the number of employees in the 55-59 age group decreased 12.0%, while the number of employees in the 25-29 age group has decreased by 19.0%. By the end of FY 2012, the average age of the 18,608 full-time permanent employees working in the Executive Branch was 46.78 years and the average time worked for the State was 13.58 years. These figures are generally comparable when broken down by gender and racial/ethnic minority status. Over 57% of the workforce generally, and 74% of supervisors, are over 45 years of age.

Chapter 8: Collective Bargaining

The majority (65.7%) of the 18,608 full-time permanent Executive Branch employees are in positions covered by the American Federation of State, County, and Municipal Employees (AFSCME), Iowa Council 61. Employees covered by the AFSCME collective bargaining agreement earn an average annual salary of \$51,822 (up 21.3% from FY 2005). Employees covered by the State Police Officers Council (SPOC) collective bargaining agreement earn an average annual salary of \$62,360 (up 23.9% from FY 2005). Employees covered by the United Electrical Local 893/Iowa United Professional (UE/IUP) collective bargaining agreement earn an average annual salary of \$56,743 (up 27.3% from FY 2005).

Employees covered by the AFSCME collective bargaining agreement are, on average, 47.06 years old and have been employed in the Executive Branch for 13.16 years. Employees covered by the SPOC collective bargaining agreement are, on average, 39.54 years old and have been employed in the Executive Branch for 14.14 years. Employees covered by the UE/IUP collective bargaining agreement are, on average, 44.58 years old and have been employed in the Executive Branch for 13.01 years.

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- At the end of Fiscal Year 2012, there were 18,608 full-time employees, 283 part-time employees, and 747 temporary employees working in the Executive Branch.
- With a net decrease of 401 full-time employees from last year's headcount of 19,009, the number of full-time employees represents a 3.1% decrease from Fiscal Year 2005.
- Three departments comprise 57.0% of all Executive Branch employees: Human Services (27.5%), Transportation (14.9%), and Corrections (14.6%).
- Just over thirty-seven percent of all full-time Executive Branch employees are assigned to EEO-4 Category 2 (Professionals)*.
- Just over one-third of all Executive Branch employees worked in Polk County at the end of Fiscal Year 2012.

Just the Facts 2012 November 2012 Iowa Department of Administrative Services, HRE

Executive Branch Full-Time Employees

DEPARTMENT	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12
ADMINISTRATIVE SERVICES	366	367	375	400	402	350	357	344
AGRICULTURE	380	385	382	392	385	323	332	325
ALCOHOLIC BEVERAGES	51	50	61	61	59	62	68	75
AUDITOR	112	107	106	110	102	102	109	107
BANKING *	62	64	64	81	80	80	81	78
BLIND	99	97	92	89	86	85	87	88
CIVIL RIGHTS	23	23	23	26	27	26	21	26
COLLEGE AID	41	41	46	50	55	45	44	44
CORRECTIONS	2,871	2,920	3,079	3,151	3,119	2,742	2,794	2,718
CREDIT UNION	16	15	13	17	14	14	14	13
CULTURAL AFFAIRS	64	70	71	75	70	59	63	51
ECONOMIC DEVELOPMENT	131	127	131	147	146	115	127	123
EDUCATION	592	596	573	612	637	563	615	619
ENERGY INDEPENDENCE	**	**	**	**	4	23	19	**
ETHICS/CAMPAIGN DISCLOSURE	6	6	5	6	6	3	5	5
FINANCE AUTHORITY	86	86	83	86	82	82	87	89
GOVERNOR'S OFFICE	40	40	39	49	46	44	33	33
HUMAN RIGHTS	57	55	52	56	54	48	46	44
HUMAN SERVICES	5,237	5,520	5,625	5,781	5,767	5,021	5,122	5,110
INSPECTIONS AND APPEALS	488	505	514	531	536	478	534	525
INSURANCE	84	87	88	88	92	88	94	95
IOWA COMMUNICATIONS NTWRK	90	80	84	81	86	77	83	82
IOWA DEPT OF AGING	28	32	32	37	36	31	32	32
IOWA PUBLIC TELEVISION	110	116	116	111	110	100	99	96
IPERS	83	86	82	79	77	78	81	78
JUSTICE ***	203	204	241	246	256	225	238	243
LAW ENFORCEMENT ACADEMY	27	27	27	26	25	20	21	22
LOTTERY	108	112	111	110	109	86	102	108
MANAGEMENT	27	28	30	32	31	22	22	22
NATURAL RESOURCES	912	928	945	974	948	896	938	921
PAROLE	10	10	11	11	12	8	9	8
PROFESSIONAL LICENSING	10	12	14	*	*	*	*	*
PUBLIC DEFENSE	373	361	354	362	379	384	433	445
PUBLIC EMPLOYMENT RELATIONS	10	9	9	11	10	7	8	9
PUBLIC HEALTH	394	410	407	432	445	416	421	409
PUBLIC SAFETY	847	948	953	990	994	943	938	911
REBUILD IOWA	**	**	**	**	**	12	**	**
REVENUE	369	373	362	385	376	299	306	289
SECRETARY OF STATE	39	40	36	38	37	30	31	28
TRANSPORTATION	3,112	3,112	3,045	3,063	3,032	2,747	2,840	2,777
TREASURER	22	23	24	23	25	25	28	28
UTILITIES	90	89	67	68	66	64	61	60
VETERAN'S AFFAIRS ****	779	799	813	860	15	13	13	12
VETERAN'S HOME	****	****	****	****	857	763	764	771
WORKFORCE DEVELOPMENT	753	766	779	805	820	845	889	745
GRAND TOTALS	19,202	19,726	19,964	20,552	20,515	18,444	19,009	18,608

* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

** Department not in existence at the time or no longer in existence.

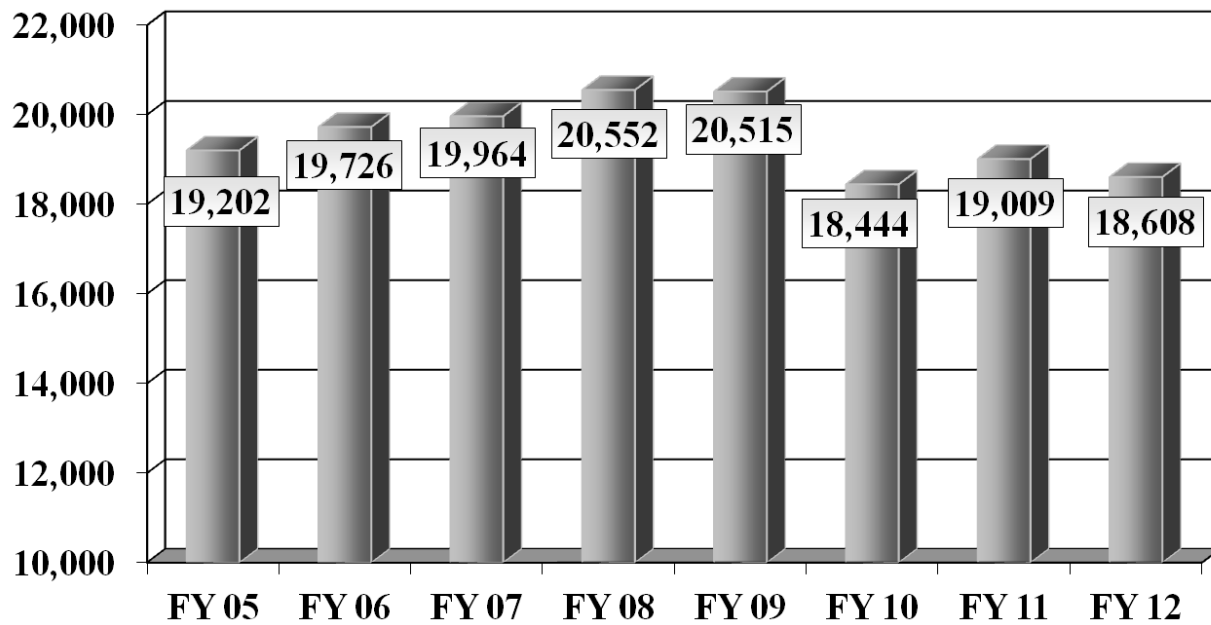
*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities.

**** formerly part of same department and now are their own department.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

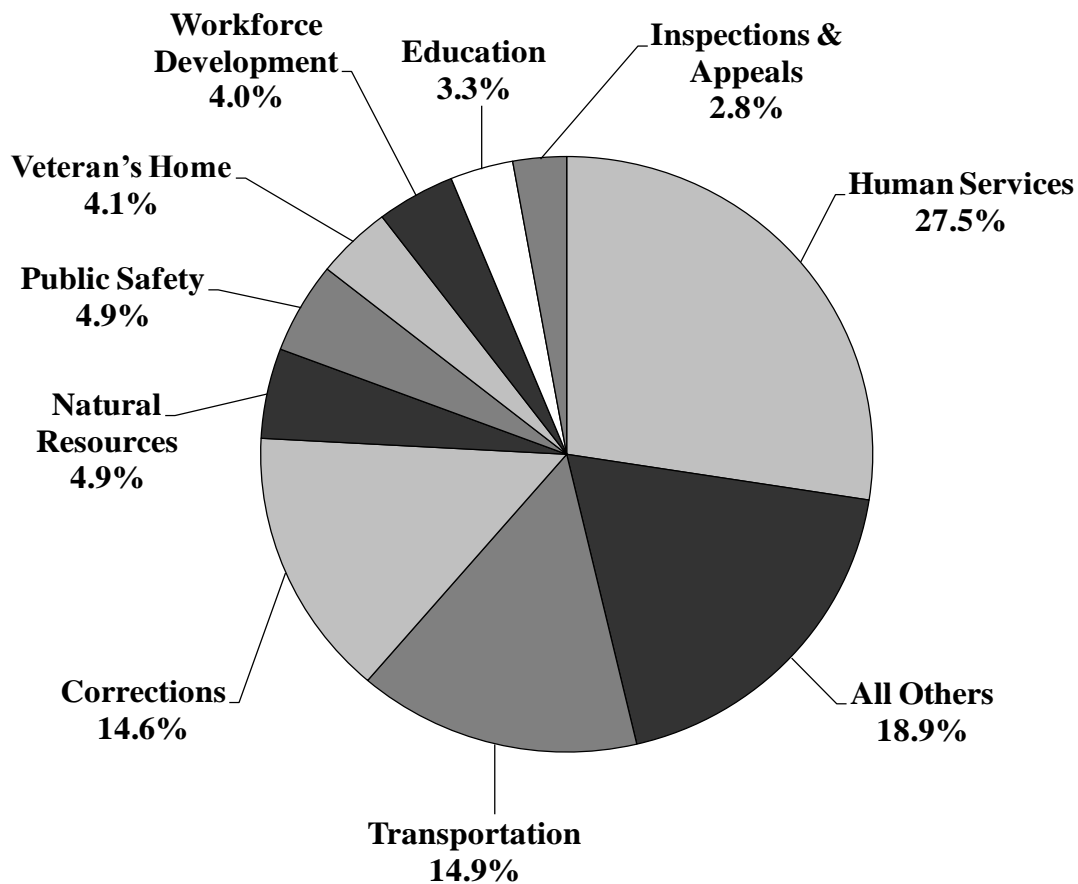
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Fiscal Year



Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employee Percentages by Department, Fiscal Year 2012



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Work County

COUNTY	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12
COUNTY #0	98	6	6	5	4	3	3	4	4
ADAIR	30	31	29	29	28	26	26	25	25
ADAMS	9	9	8	7	8	6	7	8	8
ALLAMAKEE	35	31	32	28	32	32	26	30	29
APPANOOSE	41	40	40	41	41	41	32	27	24
AUDUBON	3	6	7	8	8	7	8	8	8
BENTON	41	40	41	43	37	38	32	44	41
BLACK HAWK	377	378	407	415	425	424	370	378	370
BOONE	692	697	748	766	780	800	751	749	743
BREMER	27	30	30	30	30	31	30	24	23
BUCHANAN	321	322	318	315	318	310	258	265	258
BUENA VISTA	48	47	52	53	53	52	48	52	47
BUTLER	28	27	30	31	31	29	27	29	28
CALHOUN	116	112	122	119	124	123	111	115	111
CARROLL	69	70	70	67	69	66	60	64	59
CASS	98	87	91	93	90	94	83	87	82
CEDAR	21	18	19	20	20	20	20	20	20
CERRO GORDO	223	222	228	225	228	220	192	215	212
CHEROKEE	305	309	342	340	348	344	275	266	285
CHICKASAW	35	33	33	33	33	33	30	30	28
CLARKE	52	51	59	58	61	64	74	80	75
CLAY	94	96	98	87	92	92	97	95	89
CLAYTON	25	28	32	33	36	40	38	42	41
CLINTON	83	82	89	88	89	93	83	94	81
CRAWFORD	46	49	50	49	54	53	58	56	48
DALLAS	51	50	51	48	49	47	40	55	55
DAVIS	15	14	13	10	9	10	10	9	8
DECATUR	30	28	29	29	29	29	27	17	17
DELAWARE	76	76	78	77	77	75	72	61	63
DES MOINES CTY	99	102	102	110	107	113	107	102	102
DICKINSON	45	43	46	45	50	46	42	50	49
DUBUQUE	171	177	192	190	199	204	183	179	180
EMMET	17	18	18	16	17	14	14	16	16
FAYETTE	66	65	65	65	66	60	56	54	50
FLOYD	38	35	37	37	41	38	37	33	34
FRANKLIN	18	17	17	17	17	15	15	16	16
FREMONT	18	18	18	21	19	18	19	19	19
GREENE	22	22	23	23	22	25	22	23	21
GRUNDY	12	12	11	12	12	12	9	13	13
GUTHRIE	18	19	19	18	20	22	20	20	18
HAMILTON	32	33	31	30	31	29	27	30	27
HANCOCK	23	23	24	25	25	24	25	26	27
HARDIN	215	213	223	221	225	214	184	176	174
HARRISON	32	32	31	30	32	32	30	34	34
HENRY	482	465	476	482	490	492	429	453	440
HOWARD	1	2	1	0	2	2	2	3	3
HUMBOLDT	5	6	6	5	5	4	4	3	3
IDA	8	9	9	10	10	10	9	9	9
IOWA	24	24	23	24	25	25	20	18	18
JACKSON	45	44	43	40	39	39	34	29	28

NOTE: County #0 indicates employee's work assignment outside Iowa.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

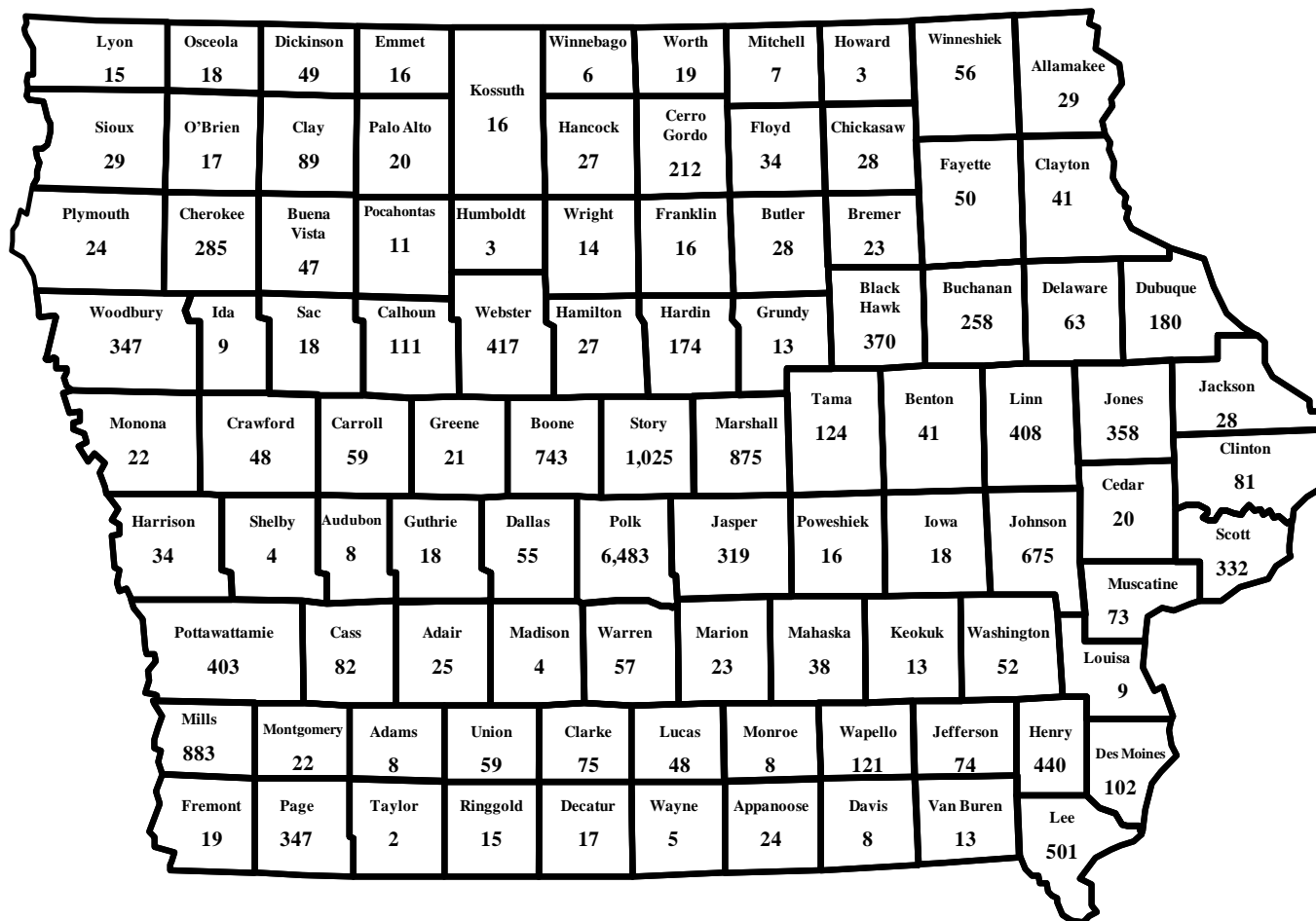
Executive Branch Full-Time Employees by Work County (cont.)

COUNTY NAME	FY04	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12
JASPER	389	379	384	393	400	394	341	348	319
JEFFERSON	81	81	79	78	79	77	68	73	74
JOHNSON	494	485	499	673	744	749	690	697	675
JONES	415	400	400	395	395	396	333	357	358
KEOKUK	18	17	19	20	19	18	15	13	13
KOSSUTH	30	27	29	27	28	26	21	18	16
LEE	639	624	617	618	622	619	527	538	501
LINN	398	408	419	430	441	438	385	412	408
LOUISA	11	11	11	11	11	9	8	9	9
LUCAS	55	55	56	52	52	53	47	48	48
LYON	15	15	15	16	15	15	15	16	15
MADISON	8	9	10	10	10	10	9	2	4
MAHASKA	37	40	43	44	44	40	35	42	38
MARION	40	40	44	39	41	40	32	22	23
MARSHALL	857	872	901	916	955	967	863	869	875
MILLS	865	889	931	945	953	955	886	886	883
MITCHELL	9	9	11	10	9	10	7	7	7
MONONA	20	22	25	26	25	22	21	22	22
MONROE	11	12	13	15	15	14	12	8	8
MONTGOMERY	25	24	23	23	27	25	19	23	22
MUSCATINE	84	80	86	85	89	86	80	80	73
O'BRIEN	26	25	28	13	13	13	11	16	17
OSCEOLA	3	3	3	16	17	16	18	18	18
PAGE	402	435	425	425	416	412	352	357	347
PALO ALTO	13	13	10	17	16	21	23	20	20
PLYMOUTH	37	33	34	33	34	34	32	25	24
POCAHONTAS	11	10	10	11	12	12	11	11	11
POLK	6,393	6,488	6,638	6,652	6,938	6,904	6,313	6,601	6,483
POTTAWATTAMIE	309	327	345	351	381	403	384	412	403
POWESHIEK	29	28	30	29	27	27	23	17	16
RINGGOLD	14	13	12	12	12	14	14	15	15
SAC	20	20	21	20	20	18	17	18	18
SCOTT	319	322	344	352	349	351	326	338	332
SHELBY	8	8	8	8	8	8	6	6	4
SIOUX	25	26	29	28	29	28	24	34	29
STORY	1,130	1,108	1,118	1,086	1,116	1,115	1,005	1,063	1,025
TAMA	136	133	141	144	148	142	123	116	124
TAYLOR	10	9	9	7	6	6	5	2	2
UNION	64	63	67	61	63	62	54	59	59
VAN BUREN	9	10	10	15	16	16	12	13	13
WAPELLO	144	148	143	142	140	145	104	123	121
WARREN	34	37	42	42	35	53	51	59	57
WASHINGTON	57	58	56	59	59	63	60	53	52
WAYNE	5	5	5	5	5	5	5	5	5
WEBSTER	512	495	504	506	514	493	409	423	417
WINNEBAGO	13	13	13	13	14	14	11	6	6
WINNESHIEK	60	60	60	65	69	70	59	57	56
WOODBURY	402	410	406	422	425	424	368	362	347
WORTH	13	13	12	13	15	20	14	21	19
WRIGHT	19	22	21	23	24	23	20	14	14
TOTALS	19,198	19,202	19,726	19,964	20,552	20,515	18,444	19,009	18,608

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Work County, Fiscal Year 2012



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by EEO-4 Category, Fiscal Year 2012

DEPARTMENT	EEO-4 Category 1 Official / Administrator	EEO-4 Category 2 Professional	EEO-4 Category 3 Technician	EEO-4 Category 4 Protective Service: Sworn	EEO-4 Category 5 Protective Service: Non-Sworn	EEO-4 Category 6 Admin Support	EEO-4 Category 7 Skilled Craft	EEO-4 Category 8 Service Maintenance
ADMINISTRATIVE SERVICES	48	160	21	0	0	21	33	61
AGRICULTURE	26	99	114	0	0	85	0	0
ALCOHOLIC BEVERAGES	5	16	2	0	0	7	1	44
AUDITOR	7	96	0	0	0	3	0	0
BANKING	13	61	0	0	0	4	0	0
BLIND	6	54	2	0	0	18	7	1
CIVIL RIGHTS	3	20	0	0	0	3	0	0
COLLEGE AID	6	32	2	0	0	4	0	0
CORRECTIONS	141	447	89	1,627	0	128	155	131
CREDIT UNION	3	9	0	0	0	1	0	0
CULTURAL AFFAIRS	5	38	1	0	0	5	1	1
ECONOMIC DEVELOPMENT	17	92	2	0	0	4	0	8
EDUCATION	31	365	118	0	0	103	2	0
ETHICS/CAMPAIGN DISCLOSURE	1	4	0	0	0	0	0	0
FINANCE AUTHORITY	27	60	0	0	0	2	0	0
GOVERNOR'S OFFICE	17	11	0	0	0	1	0	2
HUMAN RIGHTS	12	30	0	0	0	2	0	0
HUMAN SERVICES	306	1,803	865	223	0	516	114	1,283
INSPECTIONS AND APPEALS	33	424	4	0	0	64	0	0
INSURANCE	22	59	0	4	0	10	0	0
IOWA COMMUNICATIONS NTKW	13	55	11	0	0	1	2	0
IOWA DEPT OF AGING	11	15	3	0	0	3	0	0
IOWA PUBLIC TELEVISION	13	44	35	0	0	4	0	0
IPERS	9	58	2	0	0	9	0	0
JUSTICE	25	179	1	0	0	37	0	0
LAW ENFORCEMENT ACADEMY	2	12	0	1	0	7	0	0
LOTTERY	20	63	6	0	0	16	0	3
MANAGEMENT	1	20	0	0	0	1	0	0
NATURAL RESOURCES	93	524	153	108	0	38	4	1
PAROLE	1	5	0	0	0	2	0	0
PUBLIC DEFENSE	36	184	9	112	0	12	67	25
PUBLIC EMPLOYMENT RELATIONS	3	4	0	0	0	2	0	0
PUBLIC HEALTH	87	247	14	1	0	60	0	0
PUBLIC SAFETY	43	103	35	618	0	105	7	0
REVENUE	45	198	4	0	0	42	0	0
SECRETARY OF STATE	7	12	0	0	0	8	0	0
TRANSPORTATION	182	528	486	111	0	269	1,178	23
TREASURER	6	18	1	0	0	2	0	0
UTILITIES	11	42	2	0	0	5	0	0
VETERAN'S AFFAIRS	2	6	0	0	0	2	2	0
VETERAN'S HOME	19	182	105	6	0	42	23	394
WORKFORCE DEVELOPMENT	72	522	41	0	0	108	0	2
GRAND TOTALS	1,430	6,901	2,128	2,811	0	1,756	1,596	1,979

NOTE: As of FY08, Professional Licensing is reported with Banking.

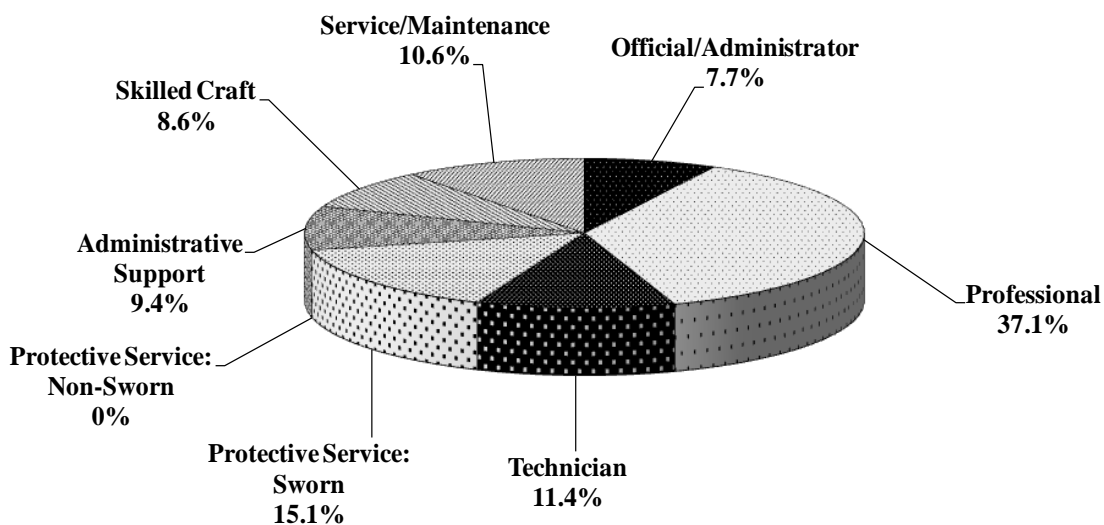
NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories (please refer to page 22-23 for definitions of these categories).

NOTE: The Equal Employment Opportunity Commission exempts elected officials (7) from the EEO-4 Category groupings (pursuant to Section 701(f) of the Equal Employment Opportunity Act of 1972).

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employee Percentages by EEO-4 Category, Fiscal Year 2012



NOTE: Percentages are rounded.

NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Part-Time Employees by Department

DEPARTMENT	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12
ADMINISTRATIVE SERVICES	8	6	3	8	10	7	7	4
AGRICULTURE	1	1	1	1	1	9	6	7
ALCOHOLIC BEVERAGES	0	0	0	0	0	0	0	0
AUDITOR	1	1	1	0	0	0	0	0
BANKING *	1	1	1	1	1	1	1	1
BLIND	0	0	0	0	0	0	0	0
CIVIL RIGHTS	0	1	1	1	1	1	1	1
COLLEGE AID	0	0	0	2	2	1	0	0
CORRECTIONS	14	13	13	12	9	7	7	8
CREDIT UNION	0	0	0	0	0	0	0	1
CULTURAL AFFAIRS	2	3	6	5	4	4	4	1
ECONOMIC DEVELOPMENT	1	1	1	1	1	0	0	0
EDUCATION	36	33	36	42	37	37	36	37
ENERGY INDEPENDENCE	**	**	**	**	0	0	0	**
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	0	0	0	2	2	2	1	2
GOVERNOR'S OFFICE	0	0	0	0	0	1	0	0
HUMAN RIGHTS	0	1	1	0	0	0	0	1
HUMAN SERVICES	40	38	37	37	31	21	16	19
INSPECTIONS AND APPEALS	30	33	36	38	35	33	30	33
INSURANCE	3	4	4	4	3	1	2	2
IOWA COMMUNICATIONS NTRK	0	0	0	0	0	0	0	0
IOWA DEPT OF AGING	1	0	1	1	1	0	0	0
IOWA PUBLIC TELEVISION	4	2	3	2	0	0	0	0
IPERS	2	2	2	2	2	2	0	0
JUSTICE ***	5	4	4	4	4	4	3	3
LAW ENFORCEMENT ACADEMY	0	0	0	0	0	1	1	1
LOTTERY	1	3	3	3	2	4	3	3
MANAGEMENT	0	0	0	0	0	0	0	0
NATURAL RESOURCES	5	6	6	6	4	1	2	1
PAROLE	4	4	4	3	3	1	2	3
PROFESSIONAL LICENSING	0	0	0	*	*	*	*	*
PUBLIC DEFENSE	0	2	3	1	1	1	1	5
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	4	5	6	6	9	10	9	9
PUBLIC SAFETY	1	1	2	2	1	2	3	4
REBUILD IOWA	**	**	**	**	**	0	**	**
REVENUE	1	2	2	2	2	1	0	0
SECRETARY OF STATE	0	0	0	0	0	0	0	0
TRANSPORTATION	18	17	19	16	16	14	13	12
TREASURER	1	1	1	1	1	1	1	1
UTILITIES	4	4	3	3	3	3	3	3
VETERAN'S AFFAIRS ****	117	111	113	116	0	0	0	0
VETERAN'S HOME	****	****	****	****	123	101	91	119
WORKFORCE DEVELOPMENT	7	8	7	7	7	6	5	2
GRAND TOTALS	312	308	320	329	316	277	248	283

* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

** Department not in existence at the time or no longer in existence.

*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities.

**** formerly part of same department and now are their own department.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Temporary Employees by Department

DEPARTMENT	FY05	FY06	FY07	FY08	FY09	FY10	FY11	FY12
ADMINISTRATIVE SERVICES	2	4	7	7	11	2	2	3
AGRICULTURE	37	27	25	32	23	13	15	11
ALCOHOLIC BEVERAGES	1	0	4	4	1	2	1	2
AUDITOR	0	0	1	0	0	0	2	0
BANKING *	0	0	1	1	1	0	0	0
BLIND	8	14	19	11	5	1	0	0
CIVIL RIGHTS	0	1	9	19	18	9	11	1
COLLEGE AID	1	1	1	1	0	1	0	1
CORRECTIONS	68	61	63	73	65	58	50	51
CREDIT UNION	0	0	0	0	0	0	0	0
CULTURAL AFFAIRS	18	26	41	32	28	19	18	11
ECONOMIC DEVELOPMENT	8	1	1	9	11	12	10	10
EDUCATION	12	5	8	15	15	6	7	6
ENERGY INDEPENDENCE	**	**	**	**	0	0	0	**
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	1
FINANCE AUTHORITY	0	0	0	0	0	0	0	0
GOVERNOR'S OFFICE	2	1	3	2	3	3	0	1
HUMAN RIGHTS	0	0	1	10	1	2	1	0
HUMAN SERVICES	104	136	128	150	140	113	80	80
INSPECTIONS AND APPEALS	32	31	34	30	30	27	22	20
INSURANCE	8	4	6	4	7	8	8	9
IOWA COMMUNICATIONS NTRK	1	1	0	0	0	0	0	0
IOWA DEPT OF AGING	1	1	1	2	1	0	0	0
IOWA PUBLIC TELEVISION	23	35	38	39	27	37	32	24
IPERS	1	1	1	0	1	1	1	1
JUSTICE ***	6	6	7	11	5	6	4	3
LAW ENFORCEMENT ACADEMY	4	4	4	4	7	4	3	2
LOTTERY	6	3	1	1	1	1	1	4
MANAGEMENT	0	0	0	1	2	1	0	0
NATURAL RESOURCES	338	354	400	445	286	309	186	309
PAROLE	4	2	4	1	1	1	0	0
PROFESSIONAL LICENSING	0	0	0	*	*	*	*	*
PUBLIC DEFENSE	26	23	29	21	22	25	32	14
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	45	68	62	60	56	58	59	51
PUBLIC SAFETY	26	28	27	31	25	23	27	26
REBUILD IOWA	**	**	**	**	**	0	**	**
REVENUE	50	35	42	40	31	30	28	25
SECRETARY OF STATE	2	5	1	1	2	0	1	0
TRANSPORTATION	80	81	106	105	135	140	78	35
TREASURER	3	2	0	1	3	1	0	1
UTILITIES	0	0	0	0	0	0	0	0
VETERAN'S AFFAIRS ****	111	98	102	69	0	0	0	2
VETERAN'S HOME	****	****	****	****	53	31	22	42
WORKFORCE DEVELOPMENT	61	23	6	15	34	4	2	1
GRAND TOTALS	1,089	1,082	1,183	1,247	1,051	948	703	747

* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

** Department not in existence at the time or no longer in existence.

*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities.

**** formerly part of same department and now are their own department.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

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Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2012

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
ADMINISTRATIVE SERVICES	1	\$3,993.60	0	\$0.00	0	\$0.00	0	\$0.00
AGRICULTURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ALCOHOLIC BEVERAGES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
AUDITOR	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BANKING	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
BLIND	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CIVIL RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
COLLEGE AID	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CORRECTIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CREDIT UNION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
CULTURAL AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ECONOMIC DEVELOPMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
EDUCATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ENERGY INDEPENDENCE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
ETHICS/CAMPAIGN DISCLOSURE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
FINANCE AUTHORITY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GOVERNOR'S OFFICE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
HUMAN RIGHTS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
HUMAN SERVICES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
INSPECTIONS AND APPEALS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
INSURANCE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA COMMUNICATIONS NTKW	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA DEPT OF AGING	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IOWA PUBLIC TELEVISION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
IPERS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
JUSTICE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LAW ENFORCEMENT ACADEMY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
LOTTERY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
MANAGEMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
NATURAL RESOURCES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PAROLE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC DEFENSE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC EMPLOYMENT RELATIONS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC HEALTH	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
PUBLIC SAFETY	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
REBUILD IOWA	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
REVENUE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
SECRETARY OF STATE	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TRANSPORTATION	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
TREASURER	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
UTILITIES	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
VETERANS AFFAIRS	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
VETERANS HOME	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
WORKFORCE DEVELOPMENT	0	\$0.00	0	\$0.00	0	\$0.00	0	\$0.00
GRAND TOTALS	1	\$3,993.60	0	\$0.00	0	\$0.00	0	\$0.00

NOTE: Employees receiving bonuses counted only one time in each category but may have received more than one payment.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: TMohning

Executive Branch Full-Time Average Base Salary by Department

Department	FY 05	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12
ADMINISTRATIVE SERVICES	\$56,017	\$57,743	\$58,841	\$60,169	\$62,155	\$63,140	\$64,392	\$67,219
AGRICULTURE	\$44,696	\$45,630	\$46,820	\$48,029	\$50,502	\$51,620	\$53,073	\$55,387
ALCOHOLIC BEVERAGES	\$42,632	\$45,069	\$41,517	\$45,154	\$47,548	\$43,190	\$44,739	\$44,508
AUDITOR	\$52,465	\$54,291	\$54,838	\$57,155	\$60,936	\$59,633	\$58,202	\$60,125
BANKING ***	\$68,909	\$71,871	\$77,197	\$77,236	\$82,758	\$84,560	\$82,074	\$85,141
BLIND	\$46,280	\$47,031	\$48,874	\$51,403	\$53,368	\$52,635	\$51,855	\$54,325
CIVIL RIGHTS	\$50,587	\$53,341	\$54,489	\$55,606	\$57,311	\$57,863	\$58,202	\$53,985
COLLEGE AID	\$45,186	\$47,409	\$49,227	\$51,512	\$55,096	\$55,580	\$57,258	\$58,990
CORRECTIONS	\$45,659	\$46,933	\$47,323	\$49,026	\$51,038	\$51,471	\$53,170	\$55,479
CREDIT UNION	\$56,890	\$60,866	\$69,741	\$69,528	\$76,523	\$77,554	\$76,735	\$76,996
CULTURAL AFFAIRS	\$49,731	\$49,293	\$51,407	\$53,574	\$56,434	\$56,800	\$57,781	\$60,973
ECONOMIC DEVELOPMENT	\$56,775	\$58,344	\$59,975	\$61,972	\$65,503	\$64,255	\$63,354	\$65,203
EDUCATION	\$52,745	\$54,745	\$56,856	\$58,337	\$61,184	\$62,457	\$62,374	\$65,018
ENERGY INDEPENDENCE	*	*	*	*	\$84,963	\$61,911	\$61,185	*
ETHICS/CAMPAIGN DISCLOSURE	\$51,467	\$53,888	\$57,671	\$57,057	\$60,214	\$62,000	\$45,063	\$49,184
FINANCE AUTHORITY	\$56,169	\$59,834	\$62,351	\$66,900	\$71,106	\$70,756	\$72,143	\$74,526
GOVERNOR'S OFFICE	\$55,474	\$57,525	\$57,857	\$60,522	\$62,038	\$66,649	\$66,499	\$68,185
HUMAN RIGHTS	\$51,894	\$54,618	\$57,120	\$60,140	\$62,253	\$63,620	\$65,348	\$67,911
HUMAN SERVICES	\$41,945	\$42,787	\$44,209	\$45,498	\$47,487	\$47,561	\$48,767	\$50,740
INSPECTIONS AND APPEALS	\$58,199	\$59,248	\$60,471	\$62,247	\$64,634	\$66,175	\$66,410	\$69,561
INSURANCE	\$55,910	\$56,297	\$57,745	\$60,527	\$64,496	\$64,876	\$66,210	\$69,569
IA COMMUNICATIONS NETWORK	\$61,334	\$64,849	\$67,112	\$70,824	\$73,087	\$74,004	\$75,323	\$78,165
IOWA DEPT OF AGING	\$53,089	\$54,075	\$54,679	\$57,058	\$59,920	\$60,105	\$60,189	\$63,066
IOWA PUBLIC TELEVISION	\$53,764	\$55,019	\$56,342	\$58,959	\$61,084	\$61,737	\$63,144	\$65,381
IPERS	\$56,884	\$58,295	\$59,711	\$63,630	\$66,123	\$66,344	\$67,354	\$69,039
JUSTICE ****	\$68,314	\$70,247	\$75,754	\$78,962	\$81,797	\$81,482	\$80,113	\$83,485
LAW ENFORCEMENT ACADEMY	\$50,409	\$51,987	\$53,853	\$55,666	\$56,955	\$51,835	\$52,855	\$55,778
LOTTERY	\$52,600	\$54,316	\$56,103	\$56,107	\$58,479	\$60,335	\$58,275	\$59,387
MANAGEMENT	\$77,391	\$77,623	\$79,490	\$83,329	\$84,688	\$86,438	\$83,925	\$88,869
NATURAL RESOURCES	\$51,984	\$53,503	\$54,766	\$56,521	\$58,866	\$58,750	\$60,111	\$63,009
PAROLE	\$55,016	\$58,278	\$54,767	\$61,777	\$60,959	\$67,349	\$63,750	\$64,977
PROFESSIONAL LICENSING	\$52,171	\$53,454	\$58,470	***	***	***	***	***
PUBLIC DEFENSE	\$44,803	\$46,774	\$48,694	\$50,251	\$51,388	\$51,049	\$52,136	\$54,432
PUBL EMPLOYMENT RELATIONS	\$67,626	\$80,221	\$82,961	\$81,344	\$81,931	\$82,477	\$79,458	\$79,998
PUBLIC HEALTH	\$55,278	\$56,192	\$57,755	\$59,809	\$62,192	\$62,598	\$63,895	\$66,618
PUBLIC SAFETY	\$52,834	\$52,405	\$53,651	\$55,688	\$58,531	\$59,491	\$61,417	\$64,519
REVENUE	\$50,759	\$52,090	\$54,205	\$55,230	\$58,053	\$58,970	\$60,053	\$62,344
REBUILD IOWA	*	*	*	*	*	\$59,173	*	*
SECRETARY OF STATE	\$51,943	\$52,646	\$52,271	\$54,244	\$56,379	\$56,107	\$63,042	\$68,040
TRANSPORTATION	\$47,277	\$48,599	\$49,635	\$51,344	\$53,380	\$53,138	\$54,170	\$56,589
TREASURER	\$49,951	\$51,480	\$50,415	\$54,625	\$55,676	\$52,682	\$52,225	\$54,957
UTILITIES	\$74,358	\$76,630	\$73,132	\$75,410	\$78,771	\$79,149	\$80,074	\$82,315
VETERAN'S AFFAIRS	\$41,602	\$42,381	\$43,014	\$44,459	\$45,902	\$44,385	\$47,924	\$51,503
VETERAN'S HOME	**	**	**	**	\$46,022	\$47,404	\$48,624	\$49,567
WORKFORCE DEVELOPMENT	\$48,821	\$49,952	\$50,452	\$52,137	\$53,707	\$51,865	\$53,103	\$57,540
AVERAGE ANNUAL SALARY	\$47,506	\$48,605	\$49,762	\$51,441	\$53,619	\$53,907	\$55,076	\$57,434

* Department not in existence at the time or no longer in existence.

** Formerly part of other department and now are their own department.

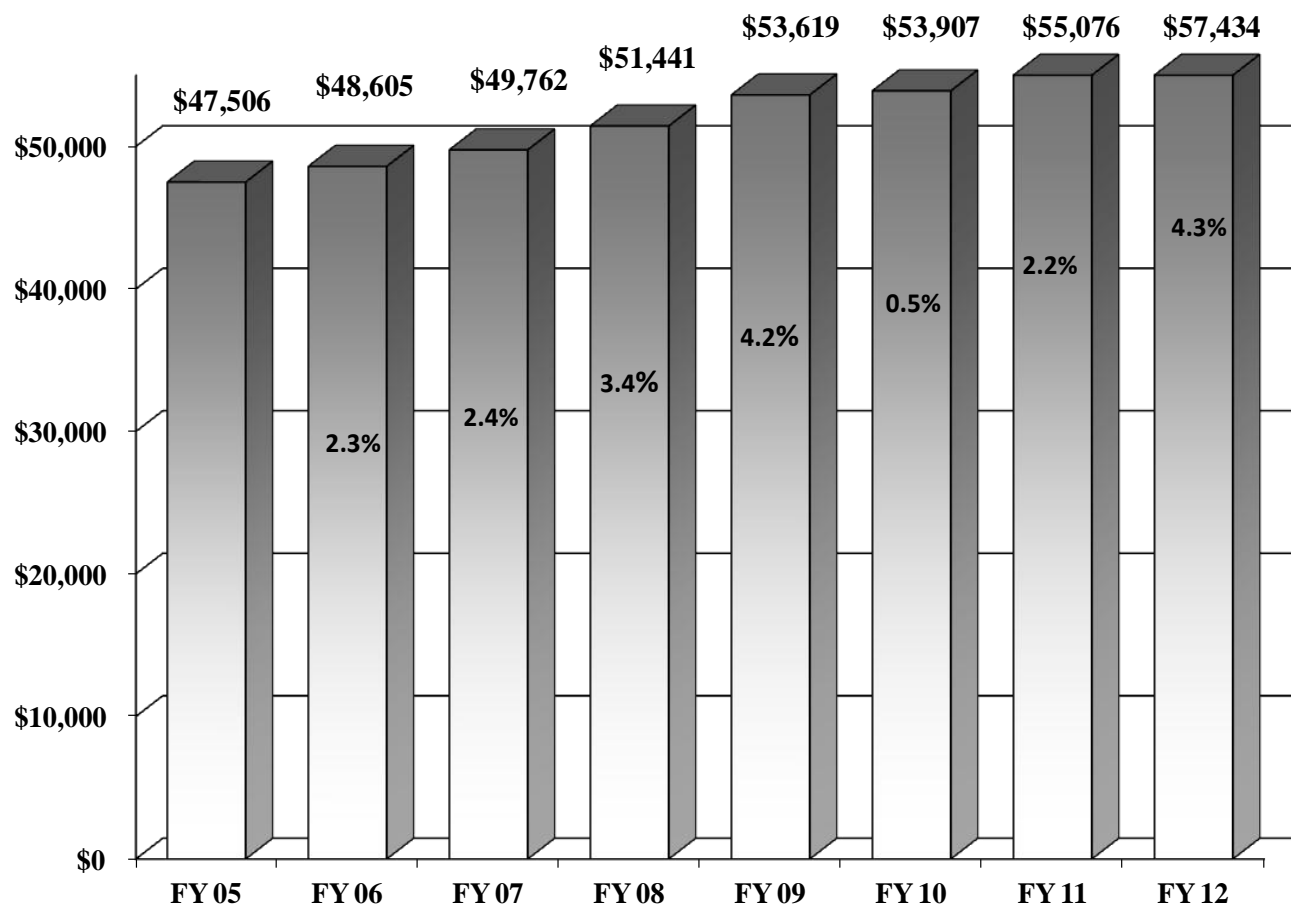
*** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

**** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Average Base Salary



NOTE: Percentages in each bar represent increase from previous fiscal year.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Overtime/Compensatory Time by Department, Fiscal Year 2012

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
ADMINISTRATIVE SERVICES	\$118,832.42	411.3	\$119,927.71	535.6	\$85,545.18	382.6
AGRICULTURE	\$18,253.53	68.7	\$29,019.62	144.3	\$26,922.62	134.3
ALCOHOLIC BEVERAGES	\$325,540.18	1,530.6	\$22,188.50	145.2	\$12,938.92	77.2
AUDITOR	\$9,331.47	60.2	\$0.00	0.0	\$0.00	0.0
BANKING	\$400.68	1.1	\$1,737.97	8.6	\$1,760.90	8.6
BLIND	\$3,344.28	10.7	\$5,247.35	31.7	\$4,634.83	27.4
CIVIL RIGHTS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
COLLEGE AID	\$967.29	2.9	\$0.00	0.0	\$0.00	0.0
CORRECTIONS	\$2,994,637.73	10,012.5	\$5,255,459.59	26,842.5	\$1,912,811.14	9,523.7
CREDIT UNION	\$0.00	0.0	\$22.68	0.1	\$0.00	0.0
CULTURAL AFFAIRS	\$8,206.12	31.9	\$37,261.58	163.2	\$33,975.24	143.6
ECONOMIC DEVELOPMENT	\$781.83	3.8	\$4,276.85	36.1	\$1,271.53	6.6
EDUCATION	\$38,103.61	118.2	\$11,154.55	49.6	\$10,756.96	48.3
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
FINANCE AUTHORITY	\$50,508.04	189.2	\$42,535.33	161.5	\$30,886.55	115.8
GOVERNOR'S OFFICE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
HUMAN RIGHTS	\$553.80	3.0	\$16,282.66	74.5	\$14,518.49	65.3
HUMAN SERVICES	\$7,154,439.24	27,126.7	\$4,960,701.69	29,412.7	\$2,155,237.66	12,253.2
INSPECTIONS AND APPEALS	\$6,806.58	21.3	\$125,635.15	521.9	\$121,419.66	510.0
INSURANCE	\$9,083.55	24.7	\$34,431.92	122.7	\$32,280.47	114.0
IOWA COMMUNICATIONS NTWK	\$68,211.48	215.5	\$21,316.13	74.9	\$19,191.64	67.5
IOWA DEPT OF AGING	\$977.28	3.7	\$10,936.02	43.3	\$10,627.73	41.5
IOWA PUBLIC TELEVISION	\$35,103.20	119.3	\$60,744.88	263.7	\$32,884.29	138.8
IPERS	\$174,909.45	527.9	\$40,426.26	183.1	\$37,945.87	173.0
JUSTICE	\$410.49	1.3	\$29,578.28	148.9	\$24,915.35	128.0
LAW ENFORCEMENT ACADEMY	\$4,196.04	14.5	\$31,010.04	151.1	\$23,331.16	114.7
LOTTERY	\$51,142.31	191.6	\$61,920.56	287.3	\$38,222.93	168.1
MANAGEMENT	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
NATURAL RESOURCES	\$58,996.96	204.7	\$1,409,635.37	6,453.0	\$1,226,142.21	5,655.9
PAROLE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC DEFENSE	\$269,170.00	924.0	\$349,756.10	1,865.1	\$250,053.17	1,321.9
PUBLIC EMPLOYMENT RELATIONS	\$224.94	0.7	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$137,073.44	412.6	\$141,714.92	538.8	\$127,799.04	482.2
PUBLIC SAFETY	\$1,133,066.79	3,315.7	\$1,990,056.97	8,351.4	\$979,000.61	4,286.0
REVENUE	\$17,791.07	48.2	\$8,163.79	24.4	\$7,556.38	23.7
SECRETARY OF STATE	\$3,019.44	9.9	\$3,885.07	14.2	\$3,868.71	14.2
TRANSPORTATION	\$3,656,342.45	18,880.8	\$3,032,615.64	16,542.1	\$2,363,570.58	13,383.5
TREASURER	\$4,371.56	20.0	\$9,818.92	60.1	\$9,309.08	57.1
UTILITIES	\$291.27	0.9	\$14,319.68	43.0	\$15,100.89	45.2
VETERANS AFFAIRS	\$117.32	0.4	\$3,518.18	19.3	\$3,205.36	18.0
VETERANS HOME	\$716,853.58	2,694.5	\$1,228,899.67	6,668.1	\$378,456.44	1,942.1
WORKFORCE DEVELOPMENT	\$291,564.69	1,068.8	\$87,597.36	383.9	\$59,152.94	280.0
GRAND TOTALS	\$17,363,624.11	68,271.8	\$19,201,796.99	100,365.9	\$10,055,294.53	51,752.0

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

Salary Increases of Executive Branch Employees

Fiscal Year	Steps	Contract Covered (AFSCME only)				Non-Contract		
		Across-the-Board		Steps		Across-the-Board	Merit Steps	
1982	7 TO 6	8.0%	(a)	None		8.0%	None	
1983	6	8.0%		None		8.0%	None	
1984	6	0.0%		None		0.0%	None	
1985	6	4.0%		+ Step		4.0%	+ Merit Steps	
1986	6	1.0%		+ Step		1.0%	+ Merit Steps	
1987	6	1.0%		+ Step		1.0%	+ Merit Steps	
1988	6	2.0%		+ Step		2.0%	+ Merit Steps	
1989	6	4.0%		+ Step		4.0%	+ Merit Steps	
1990	6	3.5%		+ Step		3.5%	+ Merit Steps	
1991	6	5.0%		+ Step		5.0%	+ Merit Steps	
1992	6	5.0%	(c)	+ Step		0.0%	None	
1993	6	4.0%		+ Step	(b)	7.5%	+ Merit Steps	
1994	6	PLUS \$650		+ Step		PLUS \$650	+ Merit Steps	
1995	6	4.0%	(d)	+ Step		4.0%	+ Merit Steps	(d)
1996	6	3.0%		+ Step		3.0%	+ Merit Steps	
1997	6	2.5%		+ Step	(e)	2.5%	+ Merit Steps	(e)
1998	6	3.0%		+ Step		3.0%	+ Merit Steps	
1999	6	3.0%		+ Step		3.0%	+ Merit Steps	
2000	6 TO 7	0.0%	(f)	+ Step		3.0%	+ Merit Steps	
2001	7 TO 8	2.6%	(g)	+ Step		3.0%	+ Merit Steps	
2002	8	3.0%		+ Step		3.0%	+ Merit Steps	(h)
2003	Min/Max	3.0%	(i) (j)	+ 4.0%		3.0%	+ Merit Steps	
2004	Min/Max	2.0%		+ 4.5%		2.0%	+ Merit Steps	
2005	Min/Max	2.0%	(k)	+ 4.5%		2.0%	+ Merit Steps	
2006	Min/Max	0.0%	(l)	+ 4.5%		0.0%	+ Merit Steps	
2007	Min/Max	2.0%		+ 4.5%		2.0%	+ Merit Steps	
2008	Min/Max	3.0%		+4.5%		3.0%	+ Merit Steps	
2009	Min/Max	3.0%		+4.5%		3.0%	+ Merit Steps	
2010	Min/Max	0.0%		+4.5%		0.0%	+ Merit Steps	
2011	Min/Max	3.0%	(m)	+4.5%		0.0%	None	
2012	Min/Max	3.0%	(n)	+4.5%		3.0%	+ Merit Steps	(n)
2013	Min/Max	3.0%	(o)	+4.5%		3.0%	+ Merit Steps	(o)

- (a) Includes both Across-the-Board and Step increases
- (b) Contractual employees received a \$400 bonus in December 1992
- (c) 3.0% effective July 1, 1991 and 2.0% effective January 1, 1992
- (d) 2.0% effective July 1, 1994 and 2.0% effective January 1, 1994
- (e) A one-time \$300 payment for full-time employees at the top step was provided in December 1996. Part-time employees at the top step received a one-time \$150 payment
- (f) Increased the number of steps but retained the minimums and maximums. The increased step was equivalent to a 3.0% ATB
- (g) The maximum was increased on average by 3.2% due to the 8th step
- (h) Non-Contract Pay plan merged to 000 and ranges matched to AFSCME 014 Pay Plan
- (i) All AFSCME plans merged into 014 and maximums were increased by 4.0%
- (j) FY03 increase was effective November 1, 2002
- (k) 2.0% added to Non-Contract/AFSCME range maximums January 1, 2005
- (l) 2.5% added to Non-Contract/AFSCME range maximums April 1, 2006
- (m) 2.0% effective July 1, 2010 and 1.0% effective January 1, 2011
- (n) 2.0% effective July 1, 2011 and 1.0% effective January 1, 2012
- (o) 2.0% effective July 1, 2012 and 1.0% effective January 1, 2013

NOTE: The first session of the 74th General Assembly passed salary adjustment legislation (SF 548) for Fiscal Year 1992 fully funded the arbitrated agreements for contract employees and provided a 2.0% Across-the-Board increase for non-contract employees. The Governor item vetoed the increase and was taken to court by the unions. The Iowa Supreme Court found in favor of the unions. The second session of the 74th General Assembly passed salary adjustment legislation (SF 2393) which fully funded the arbitrated agreements for contract employees and provided back pay for Fiscal Year 1992. Non-Contract employees received no back pay, but were given 7.5% increases for Fiscal Year 1992.

Source: Iowa Department of Administrative Services, HRE, CHellmann

[illegible]

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EEO-5 Protective Service: Non-Sworn - Occupations which include crossing guards, lifeguards and other protective service occupations.

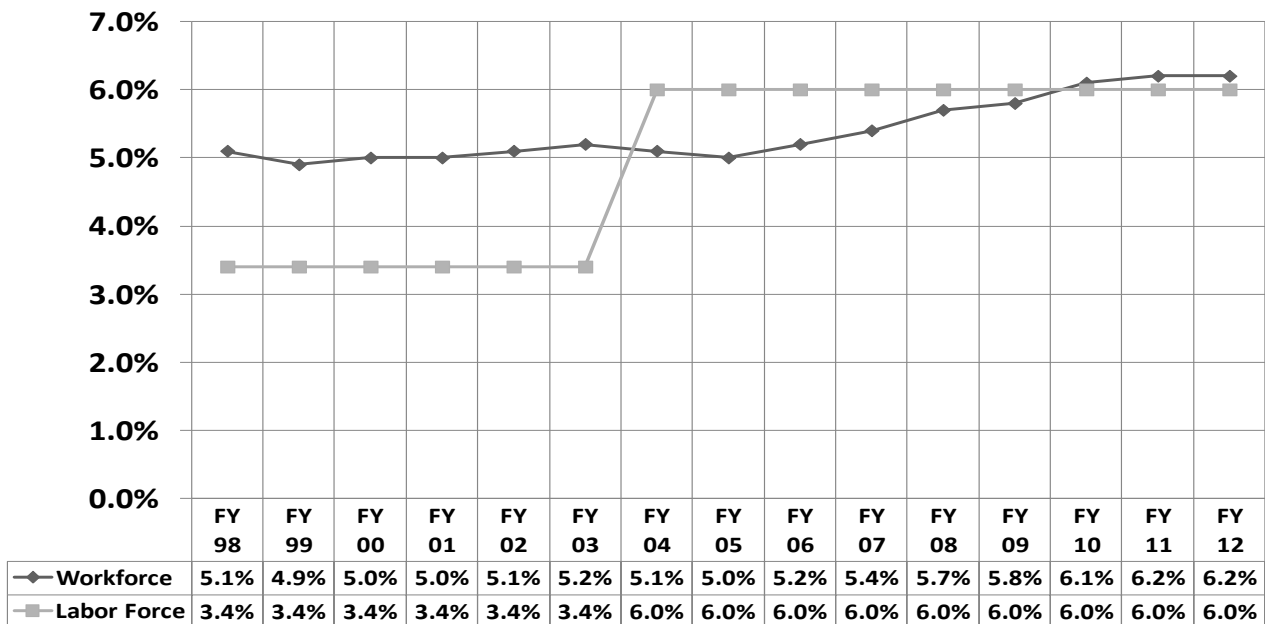
EEO-6 Administrative Support - Occupations in which workers are responsible for internal and external communication, recording and retrieval of data and/or information and other paperwork required in an office.

EEO-7 Skilled Craft - Occupations in which workers perform jobs which require special manual skill and a thorough and comprehensive knowledge of the processes involved in the work which is acquired through on- the-job training and experience or through apprenticeship or other formal training programs.

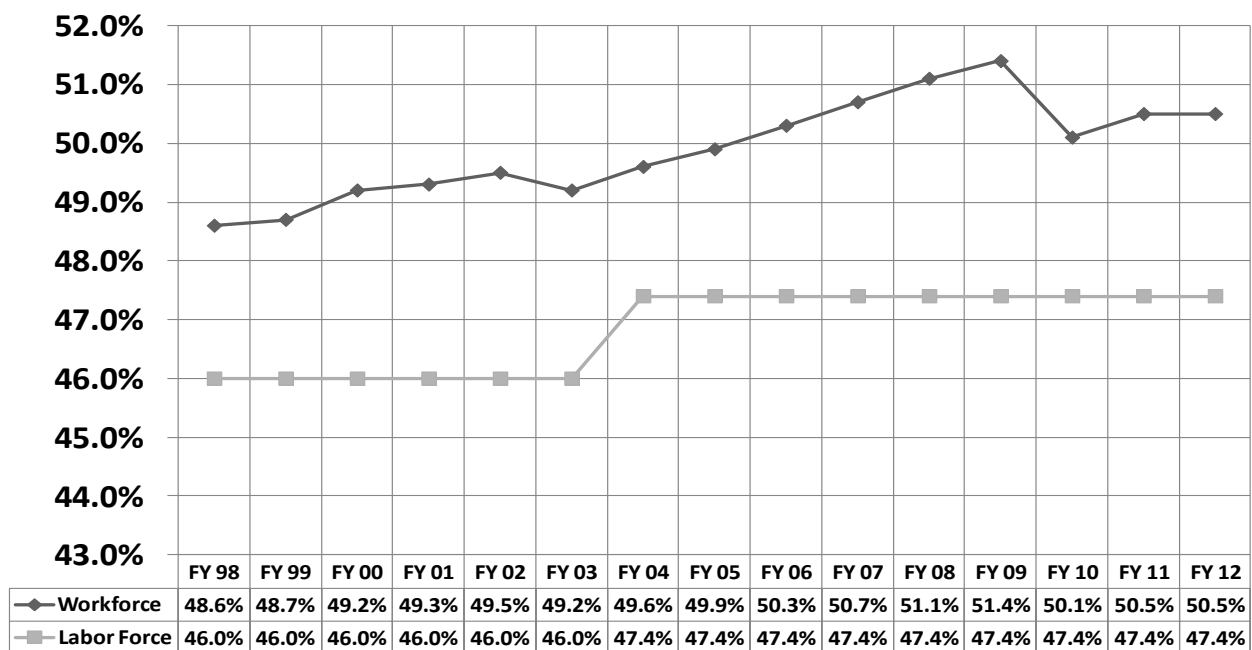
EEO-8 Service Maintenance - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

Executive Branch Workforce in Comparison to Iowa's Labor Force

RACIAL/ETHNIC MINORITIES



FEMALES



Note: Labor force numbers reflect the 2000 U.S. Census data, specific to Iowa, utilized as of FY04.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by Department

DEPARTMENT	FY05 Male	FY05 Female	FY06 Male	FY06 Female	FY07 Male	FY07 Female	FY08 Male	FY08 Female
ADMINISTRATIVE SERVICES	211	155	207	160	210	165	224	176
AGRICULTURE	197	183	200	185	198	184	207	185
ALCOHOLIC BEVERAGES	31	20	30	20	40	21	38	23
AUDITOR	52	60	50	57	55	51	50	60
BANKING ***	42	20	43	21	41	23	46	35
BLIND	39	60	37	60	34	58	33	56
CIVIL RIGHTS	9	14	10	13	9	14	10	16
COLLEGE AID	13	28	10	31	12	34	12	38
CORRECTIONS	2,018	853	2,046	874	2,110	969	2,127	1,024
CREDIT UNION	8	8	8	7	7	6	10	7
CULTURAL AFFAIRS	27	37	28	42	28	43	31	44
ECONOMIC DEVELOPMENT	51	80	45	82	49	82	52	95
EDUCATION	185	407	189	407	173	400	186	426
ENERGY INDEPENDENCE	*	*	*	*	*	*	*	*
ETHICS/CAMPAIGN DISCLOSURE	1	5	1	5	1	4	1	5
FINANCE AUTHORITY	35	51	35	51	32	51	36	50
GOVERNOR'S OFFICE	13	27	13	27	16	23	21	28
HUMAN RIGHTS	22	35	23	32	22	30	25	31
HUMAN SERVICES	1,410	3,827	1,472	4,048	1,491	4,134	1,526	4,255
INSPECTIONS AND APPEALS	189	299	195	310	201	313	196	335
INSURANCE	37	47	34	53	34	54	34	54
IOWA COMMUNICATIONS NTRWK	54	36	52	28	53	31	50	31
IOWA DEPT OF AGING	8	20	6	26	5	27	6	31
IOWA PUBLIC TELEVISION	67	43	67	49	68	48	66	45
IPERS	32	51	33	53	29	53	29	50
JUSTICE ****	88	115	89	115	92	127	108	138
LAW ENFORCEMENT ACADEMY	15	12	14	13	14	13	13	13
LOTTERY	66	42	67	45	67	44	64	46
MANAGEMENT	16	11	16	12	18	12	19	13
NATURAL RESOURCES	665	247	675	253	679	266	697	277
PAROLE	3	7	3	7	3	8	3	8
PROFESSIONAL LICENSING	3	7	4	8	3	11	***	***
PUBLIC DEFENSE	287	86	277	84	275	79	278	84
PUBLIC EMPLOYMENT RELATIONS	5	5	5	4	5	4	5	6
PUBLIC HEALTH	106	288	110	300	105	302	121	311
PUBLIC SAFETY	653	194	740	208	738	215	763	227
REVENUE	157	212	158	215	152	210	156	229
SECRETARY OF STATE	10	29	10	30	8	28	11	27
TRANSPORTATION	2,339	773	2,339	773	2,287	758	2,299	764
TREASURER	4	18	4	19	4	20	5	18
UTILITIES	52	38	51	38	53	36	38	30
VETERAN'S AFFAIRS	145	634	147	652	154	659	162	698
VETERAN'S HOME	**	**	**	**	**	**	**	**
WORKFORCE DEVELOPMENT	261	492	264	502	265	514	279	526
GRAND TOTAL	9,626	9,576	9,807	9,919	9,840	10,124	10,037	10,515

* Department not in existence at the time or no longer in existence.

** Formerly part of other department and now are their own department.

*** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

**** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender, by Department (cont.)

DEPARTMENT	FY09 Male	FY09 Female	FY10 Male	FY10 Female	FY11 Male	FY11 Female	FY12 Male	FY12 Female
ADMINISTRATIVE SERVICES	228	174	209	141	216	141	202	142
AGRICULTURE	201	184	175	148	179	153	176	149
ALCOHOLIC BEVERAGES	37	22	45	17	46	22	54	21
AUDITOR	47	55	46	56	56	53	53	54
BANKING **	45	35	47	33	46	35	45	33
BLIND	30	56	29	56	32	55	33	55
CIVIL RIGHTS	10	17	9	17	9	12	10	16
COLLEGE AID	16	39	14	31	12	32	14	30
CORRECTIONS	2,104	1,015	1,870	872	1,912	882	1,857	861
CREDIT UNION	8	6	8	6	7	7	7	6
CULTURAL AFFAIRS	28	42	23	36	25	38	19	32
ECONOMIC DEVELOPMENT	51	95	35	80	44	83	44	79
EDUCATION	194	443	168	395	170	445	170	449
ENERGY INDEPENDENCE	1	3	9	14	9	10	*	*
ETHICS/CAMPAIGN DISCLOSURE	1	5	1	2	1	4	2	3
FINANCE AUTHORITY	30	52	29	53	31	56	30	59
GOVERNOR'S OFFICE	24	26	22	22	15	18	14	19
HUMAN RIGHTS	23	31	21	27	19	27	20	24
HUMAN SERVICES	1,524	4,243	1,354	3,667	1,387	3,735	1,389	3,721
INSPECTIONS AND APPEALS	190	346	168	310	188	346	186	339
INSURANCE	37	55	35	53	37	57	39	56
IOWA COMMUNICATIONS NTRK	54	32	50	27	53	30	52	30
IOWA DEPT OF AGING	7	29	6	25	5	27	5	27
IOWA PUBLIC TELEVISION	62	48	57	43	57	42	56	40
IPERS	29	48	32	46	32	49	29	49
JUSTICE ***	111	145	93	132	101	137	102	141
LAW ENFORCEMENT ACADEMY	12	13	7	13	8	13	9	13
LOTTERY	65	44	51	35	64	38	66	42
MANAGEMENT	16	15	11	11	11	11	11	11
NATURAL RESOURCES	670	278	628	268	659	279	652	269
PAROLE	3	9	3	5	2	7	2	6
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**
PUBLIC DEFENSE	290	89	289	95	324	109	331	114
PUBLIC EMPLOYMENT RELATIONS	4	6	3	4	3	5	3	6
PUBLIC HEALTH	122	323	108	308	110	311	107	302
PUBLIC SAFETY	771	223	747	196	747	191	720	191
REBUILD IOWA	*	*	3	9	*	*	*	*
REVENUE	155	221	122	177	121	185	113	176
SECRETARY OF STATE	12	25	10	20	10	21	8	20
TRANSPORTATION	2,280	752	2,073	674	2,152	688	2,103	674
TREASURER	5	20	5	20	6	22	6	22
UTILITIES	37	29	36	28	32	29	32	28
VETERAN'S AFFAIRS	10	5	8	5	7	6	6	6
VETERAN'S HOME	152	705	143	620	149	615	155	616
WORKFORCE DEVELOPMENT	278	542	290	555	312	577	276	469
GRAND TOTAL	9,974	10,545	9,092	9,352	9,406	9,603	9,208	9,400

* Department not in existence at the time or no longer in existence.

** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2012

	Category 1 Official/Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Males	749	2,739	862	2,386
% Chg from FY '11	-1.2%	-3.2%	-0.5%	-2.7%
Females	681	4,162	1,266	425
% Chg from FY '11	-0.1%	-2.5%	-1.2%	-1.2%
Totals	1,430	6,901	2,128	2,811
% Chg from FY '11	-0.7%	-2.8%	-0.9%	-2.4%
	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Males	0	160	1,553	753
% Chg from FY '11	0%	-10.1%	-1.1%	0.8%
Females	0	1,596	43	1,226
% Chg from FY '11	0.0%	-3.3%	-2.3%	-1.4%
Totals	0	1,756	1,596	1,979
% Chg from FY '11	0.0%	-4.0%	-1.2%	-0.6%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: With the beginning of FY06, the State's analysis of underutilization calculations started using the 2000 U.S. Census labor force data. One of the revisions necessitated by this change was that the labor force data was mapped to revised EEO categories. When the Equal Employment Opportunity Commission revised its EEO-4 (State and Local Government) Categories, it eliminated the Paraprofessional category and revised the Protective Services Category to include Sworn and Non-Sworn. The result is that the FY06 workforce count shows no employees in the Paraprofessional category.

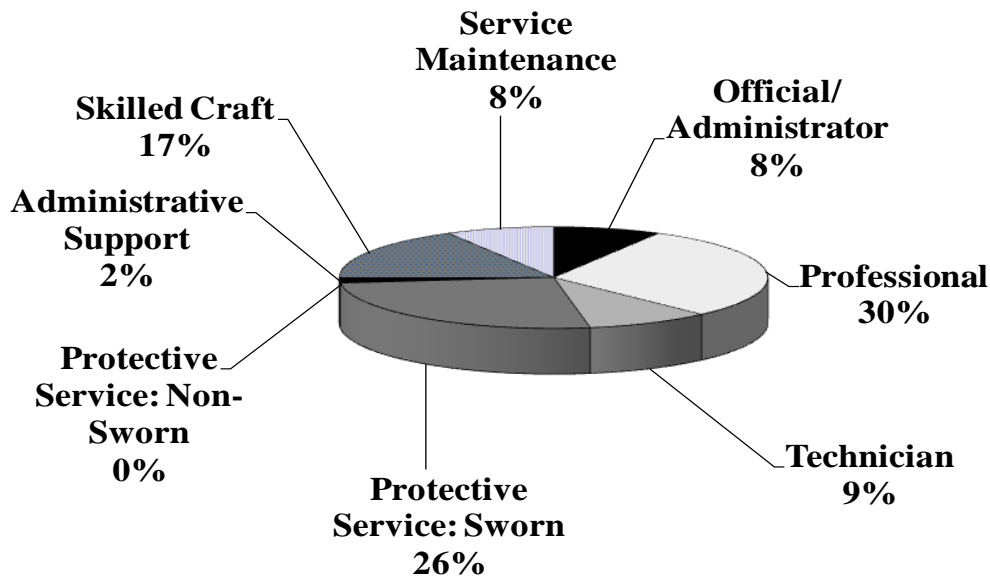
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

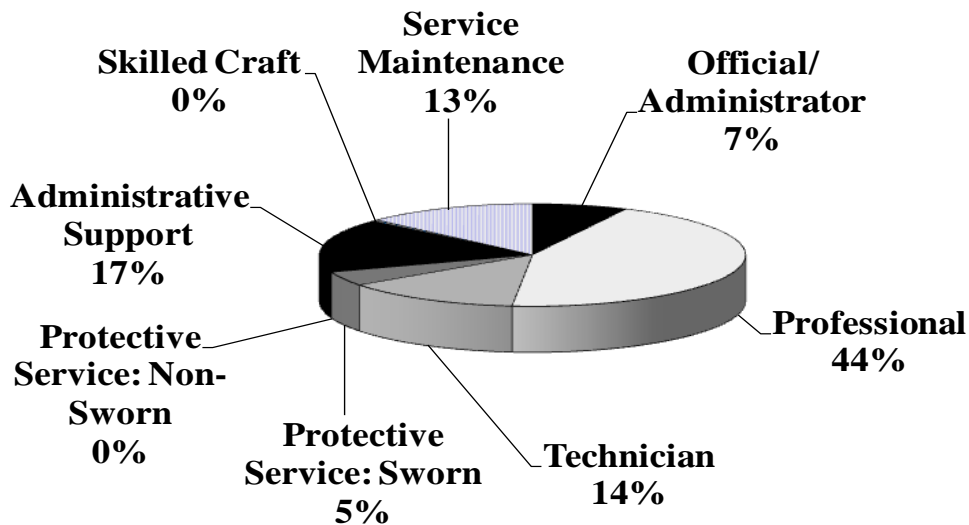
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2012

Males (Total = 9,202)



Females (Total = 9,399)



EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

NOTE: Percentages are rounded and may not total 100%. -Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by Department

Department	FY 05 Total Employees	FY 05 Total Minority Employees	FY 05 Minority Employee Percentage	FY 06 Total Employees	FY 06 Total Minority Employees	FY 06 Minority Employee Percentage	FY 07 Total Employees	FY 07 Total Minority Employees	FY 07 Minority Employee Percentage	FY 08 Total Employees	FY 08 Total Minority Employees	FY 08 Minority Employee Percentage
ADMINISTRATIVE SERVICES	366	34	9.29%	367	33	8.99%	375	33	8.80%	400	39	9.75%
AGRICULTURE	380	6	1.58%	385	6	1.56%	382	7	1.83%	392	9	2.30%
ALCOHOLIC BEVERAGES	51	1	1.96%	50	1	2.00%	61	3	4.92%	61	4	6.56%
AUDITOR	112	0	0.00%	107	1	0.93%	106	1	0.94%	110	2	1.82%
BANKING *	62	1	1.61%	64	1	1.56%	64	2	3.13%	81	2	2.47%
BLIND	99	5	5.05%	97	5	5.15%	92	6	6.52%	89	6	6.74%
CIVIL RIGHTS	23	8	34.78%	23	8	34.78%	23	7	30.43%	26	9	34.62%
COLLEGE AID	41	1	2.44%	41	1	2.44%	46	3	6.52%	50	2	4.00%
CORRECTIONS	2,871	139	4.84%	2,920	148	5.07%	3,079	166	5.39%	3,151	177	5.62%
CREDIT UNION	16	0	0.00%	15	0	0.00%	13	0	0.00%	17	0	0.00%
CULTURAL AFFAIRS	64	1	1.56%	70	2	2.86%	71	2	2.82%	75	2	2.67%
ECONOMIC DEVELOPMENT	131	9	6.87%	127	8	6.30%	131	9	6.87%	147	13	8.84%
EDUCATION	592	36	6.08%	596	34	5.70%	573	32	5.58%	612	37	6.05%
ETHICS/CAMPAIGN DISCLOSURE	6	0	0.00%	6	0	0.00%	5	0	0.00%	6	0	0.00%
FINANCE AUTHORITY	86	3	3.49%	86	3	3.49%	83	4	4.82%	86	5	5.81%
GOVERNOR'S OFFICE	40	2	5.00%	40	5	12.50%	39	4	10.26%	49	4	8.16%
HUMAN RIGHTS	57	5	8.77%	55	6	10.91%	52	7	13.46%	56	6	10.71%
HUMAN SERVICES	5,237	239	4.56%	5,520	260	4.71%	5,625	274	4.87%	5,781	311	5.38%
INSPECTIONS AND APPEALS	488	28	5.74%	505	30	5.94%	514	32	6.23%	531	34	6.40%
INSURANCE	84	8	9.52%	87	9	10.34%	88	10	11.36%	88	9	10.23%
IOWA COMMUNICATIONS NTRWK	90	5	5.56%	80	5	6.25%	84	7	8.33%	81	8	9.88%
IOWA DEPT OF AGING	28	1	3.57%	32	1	3.13%	32	1	3.13%	37	3	8.11%
IOWA PUBLIC TELEVISION	110	2	1.82%	116	2	1.72%	116	1	0.86%	111	1	0.90%
IPERS	83	6	7.23%	86	7	8.14%	82	8	9.76%	79	7	8.86%
JUSTICE ***	203	6	2.96%	204	5	2.45%	241	9	3.73%	246	11	4.47%
LAW ENFORCEMENT ACADEMY	27	0	0.00%	27	0	0.00%	27	0	0.00%	26	0	0.00%
LOTTERY	108	5	4.63%	112	6	5.36%	111	5	4.50%	110	5	4.55%
MANAGEMENT	27	2	7.41%	28	2	7.14%	30	2	6.67%	32	2	6.25%
NATURAL RESOURCES	912	46	5.04%	928	50	5.39%	945	51	5.40%	974	49	5.03%
PAROLE	10	2	20.00%	10	3	30.00%	11	3	27.27%	11	3	27.27%
PROFESSIONAL LICENSING	10	0	0.00%	12	1	8.33%	14	0	0.00%	*	*	*
PUBLIC DEFENSE	373	17	4.56%	361	17	4.71%	354	17	4.80%	362	21	5.80%
PUBLIC EMPLOYMENT RELATIONS	10	0	0.00%	9	0	0.00%	9	0	0.00%	11	0	0.00%
PUBLIC HEALTH	394	26	6.60%	410	29	7.07%	407	26	6.39%	432	29	6.71%
PUBLIC SAFETY	847	27	3.19%	948	30	3.16%	953	32	3.36%	990	33	3.33%
REVENUE	369	22	5.96%	373	24	6.43%	362	24	6.63%	385	34	8.83%
SECRETARY OF STATE	39	3	7.69%	40	4	10.00%	36	2	5.56%	38	2	5.26%
TRANSPORTATION	3,112	137	4.40%	3,112	138	4.43%	3,045	135	4.43%	3,063	134	4.37%
TREASURER	22	0	0.00%	23	0	0.00%	24	0	0.00%	23	1	4.35%
UTILITIES	90	7	7.78%	89	8	8.99%	67	7	10.45%	68	7	10.29%
VETERAN'S AFFAIRS	779	24	3.08%	799	29	3.63%	813	32	3.94%	860	33	3.84%
VETERAN'S HOME	**	**	**	**	**	**	**	**	**	**	**	**
WORKFORCE DEVELOPMENT	753	104	13.81%	766	107	13.97%	779	120	15.40%	805	126	15.65%
GRAND TOTALS	19,202	968	5.04%	19,726	1,029	5.22%	19,964	1,084	5.43%	20,552	1,180	5.74%

* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

** Formerly part of other department and now are their own department.

*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

NOTE: Minority Status based on self-report during orientation of new employees. If Minority Status undeclared than record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by Department (cont.)

Department	FY 09 Total Employees	FY 09 Total Minority Employees	FY 09 Minority Employee Percentage	FY 10 Total Employees	FY 10 Total Minority Employees	FY 10 Minority Employee Percentage	FY 11 Total Employees	FY 11 Total Minority Employees	FY 11 Minority Employee Percentage	FY 12 Total Employees	FY 12 Total Minority Employees	FY 12 Minority Employee Percentage
ADMINISTRATIVE SERVICES	402	44	10.95%	350	40	11.43%	357	36	10.08%	344	32	9.30%
AGRICULTURE	385	10	2.60%	323	9	2.79%	332	10	3.01%	325	11	3.38%
ALCOHOLIC BEVERAGES	59	4	6.78%	62	2	3.23%	68	3	4.41%	75	4	5.33%
AUDITOR	102	2	1.96%	102	2	1.96%	109	3	2.75%	107	3	2.80%
BANKING **	80	2	2.50%	80	1	1.25%	81	1	1.23%	78	1	1.28%
BLIND	86	4	4.65%	85	3	3.53%	87	3	3.45%	88	3	3.41%
CIVIL RIGHTS	27	9	33.33%	26	9	34.62%	21	9	42.86%	26	6	23.08%
COLLEGE AID	55	3	5.45%	45	3	6.67%	44	3	6.82%	44	4	9.09%
CORRECTIONS	3,119	170	5.45%	2,742	163	5.94%	2,794	174	6.23%	2,718	171	6.29%
CREDIT UNION	14	0	0.00%	14	0	0.00%	14	0	0.00%	13	0	0.00%
CULTURAL AFFAIRS	70	2	2.86%	59	2	3.39%	63	2	3.17%	51	1	1.96%
ECONOMIC DEVELOPMENT	146	12	8.22%	115	9	7.83%	127	10	7.87%	123	9	7.32%
EDUCATION	637	40	6.28%	563	37	6.57%	615	41	6.67%	619	42	6.79%
ENERGY INDEPENDENCE	4	0	0.00%	23	3	13.04%	19	1	5.26%	**	**	**
ETHICS/CAMPAIGN DISCLOSURE	6	0	0.00%	3	0	0.00%	5	0	0.00%	5	0	0.00%
FINANCE AUTHORITY	82	5	6.10%	82	7	8.54%	87	6	6.90%	89	5	5.62%
GOVERNOR'S OFFICE	50	2	4.00%	44	3	6.82%	33	3	9.09%	33	4	12.12%
HUMAN RIGHTS	54	6	11.11%	48	5	10.42%	46	3	6.52%	44	4	9.09%
HUMAN SERVICES	5,767	318	5.51%	5,021	279	5.56%	5,122	295	5.76%	5,110	303	5.93%
INSPECTIONS AND APPEALS	536	34	6.34%	478	29	6.07%	534	33	6.18%	525	37	7.05%
INSURANCE	92	11	11.96%	88	12	13.64%	94	12	12.77%	95	12	12.63%
IOWA COMMUNICATIONS NTRWK	86	9	10.47%	77	10	12.99%	83	12	14.46%	82	11	13.41%
IOWA DEPT OF AGING	36	3	8.33%	31	3	9.68%	32	2	6.25%	32	0	0.00%
IOWA PUBLIC TELEVISION	110	1	0.91%	100	1	1.00%	99	0	0.00%	96	0	0.00%
IPERS	77	7	9.09%	78	7	8.97%	81	8	9.88%	78	7	8.97%
JUSTICE ***	256	12	4.69%	225	12	5.33%	238	11	4.62%	243	13	5.35%
LAW ENFORCEMENT ACADEMY	25	0	0.00%	20	0	0.00%	21	0	0.00%	22	0	0.00%
LOTTERY	109	6	5.50%	86	4	4.65%	102	3	2.94%	108	4	3.70%
MANAGEMENT	31	1	3.23%	22	1	4.55%	22	2	9.09%	22	2	9.09%
NATURAL RESOURCES	948	46	4.85%	896	46	5.13%	938	47	5.01%	921	45	4.89%
PAROLE	12	4	33.33%	8	2	25.00%	9	3	33.33%	8	0	0.00%
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**	**	**	**	**
PUBLIC DEFENSE	379	24	6.33%	384	25	6.51%	433	27	6.24%	445	26	5.84%
PUBLIC EMPLOYMENT RELATIONS	10	0	0.00%	7	0	0.00%	8	0	0.00%	9	0	0.00%
PUBLIC HEALTH	445	30	6.74%	416	27	6.49%	421	26	6.18%	409	28	6.85%
PUBLIC SAFETY	994	33	3.32%	943	30	3.18%	938	28	2.99%	911	26	2.85%
REBUILD IOWA	*	*	*	12	0	0.00%	*	*	*	*	*	*
REVENUE	376	34	9.04%	299	32	10.70%	306	35	11.44%	289	32	11.07%
SECRETARY OF STATE	37	2	5.41%	30	1	3.33%	31	1	3.23%	28	1	3.57%
TRANSPORTATION	3,032	133	4.39%	2,747	123	4.48%	2,840	130	4.58%	2,777	124	4.47%
TREASURER	25	1	4.00%	25	1	4.00%	28	1	3.57%	28	1	3.57%
UTILITIES	66	5	7.58%	64	5	7.81%	61	6	9.84%	60	8	13.33%
VETERAN'S AFFAIRS	15	0	0.00%	13	0	0.00%	13	0	0.00%	12	0	0.00%
VETERAN'S HOME	857	33	3.85%	763	35	4.59%	764	39	5.10%	771	39	5.06%
WORKFORCE DEVELOPMENT	820	133	16.22%	845	149	17.63%	889	158	17.77%	745	135	18.12%
GRAND TOTALS	20,519	1,195	5.82%	18,444	1,132	6.14%	19,009	1,187	6.24%	18,608	1,154	6.20%

* Department not in existence at the time or no longer in existence.

** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

NOTE: Minority Status based on self-report during orientation of new employees. If Minority Status Undeclared, record treated as a non-minority.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2012

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Non-Minority	1,333	6,258	1,960	2,646
% Chg from FY '10	-0.3%	-2.8%	-0.8%	-2.5%
Minority	65	497	135	151
% Chg from FY '10	-5.8%	-4.4%	0.7%	-0.7%
Declined to Respond	32	146	33	14
Totals	1,430	6,901	2,128	2,811
% Chg from FY '10	-0.7%	-2.8%	-0.9%	-2.4%
	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Non-Minority	0	1,594	1,537	1,767
% Chg from FY '10	0.0%	-4.1%	-1.1%	0.0%
Minority	0	139	49	118
% Chg from FY '10	0.0%	-3.5%	2.1%	-1.7%
Declined to Respond	0	23	10	94
Totals	0	1,756	1,596	1,979
% Chg from FY '10	0.0%	-4.0%	-1.2%	-0.6%

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

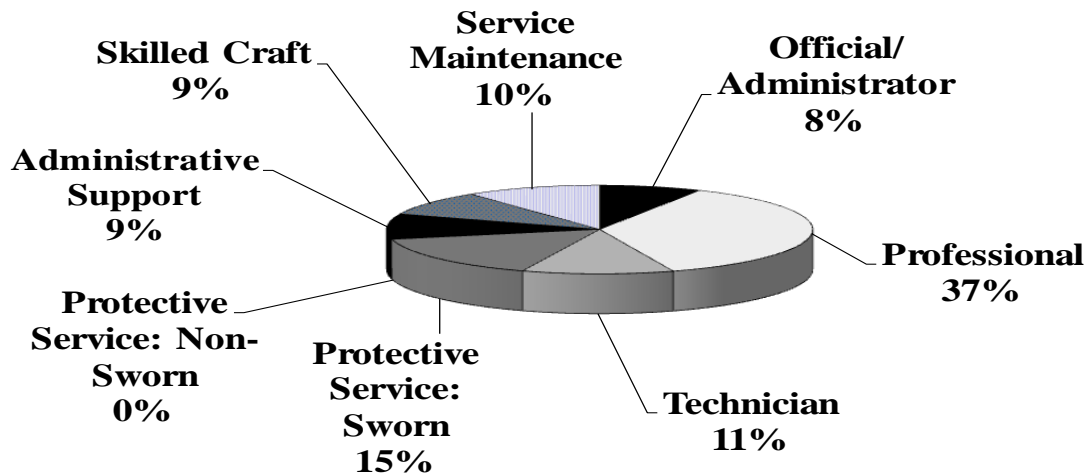
NOTE: Minority Status based on self-report during orientation of new employees.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

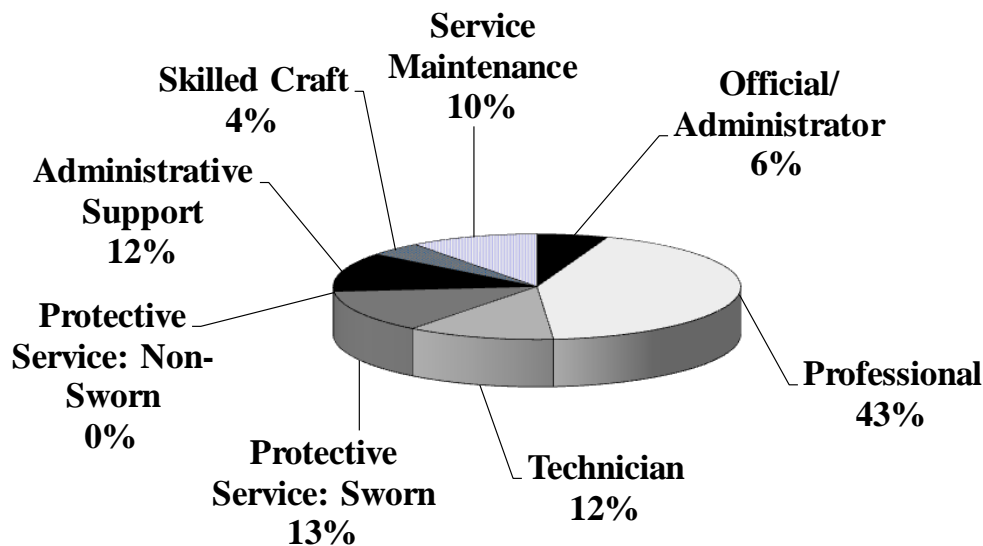
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2012

Non-Minority (Total=17,095)



Minority (Total=1,154)



Individuals who declined to respond were left out of these calculations.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories.

NOTE: Percentages are rounded and may not equal 100%.

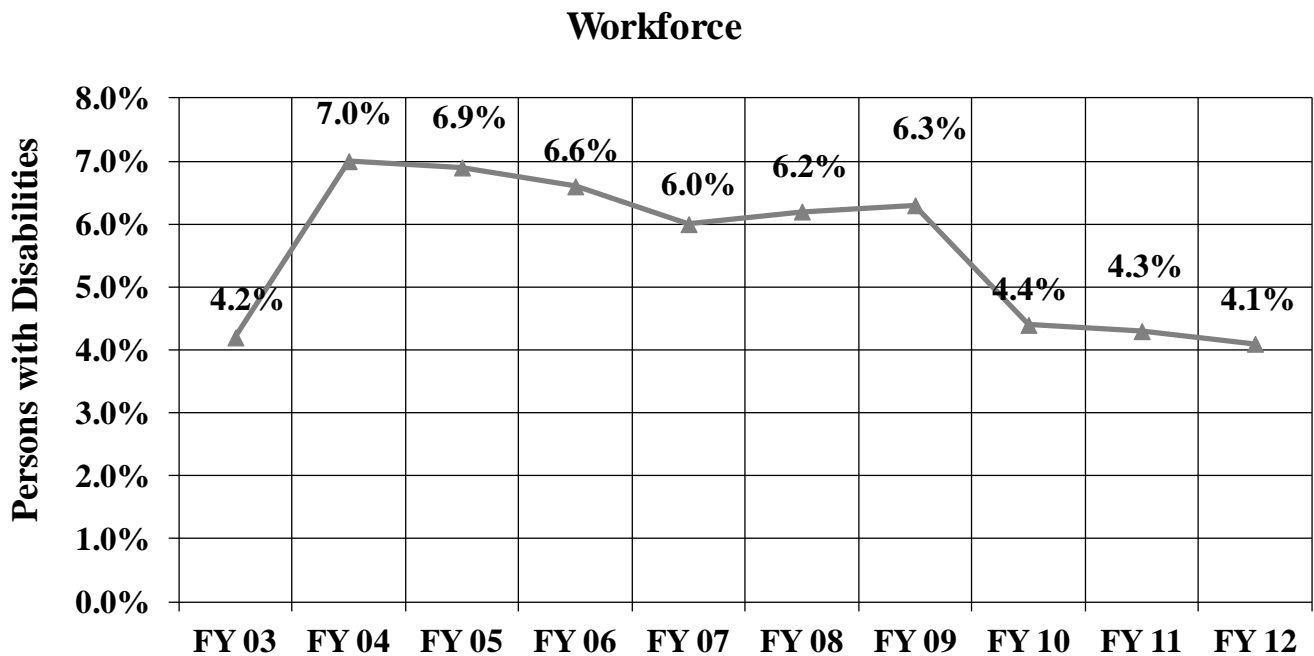
NOTE: By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

NOTE: Minority Status based on self-report during orientation of new employees.

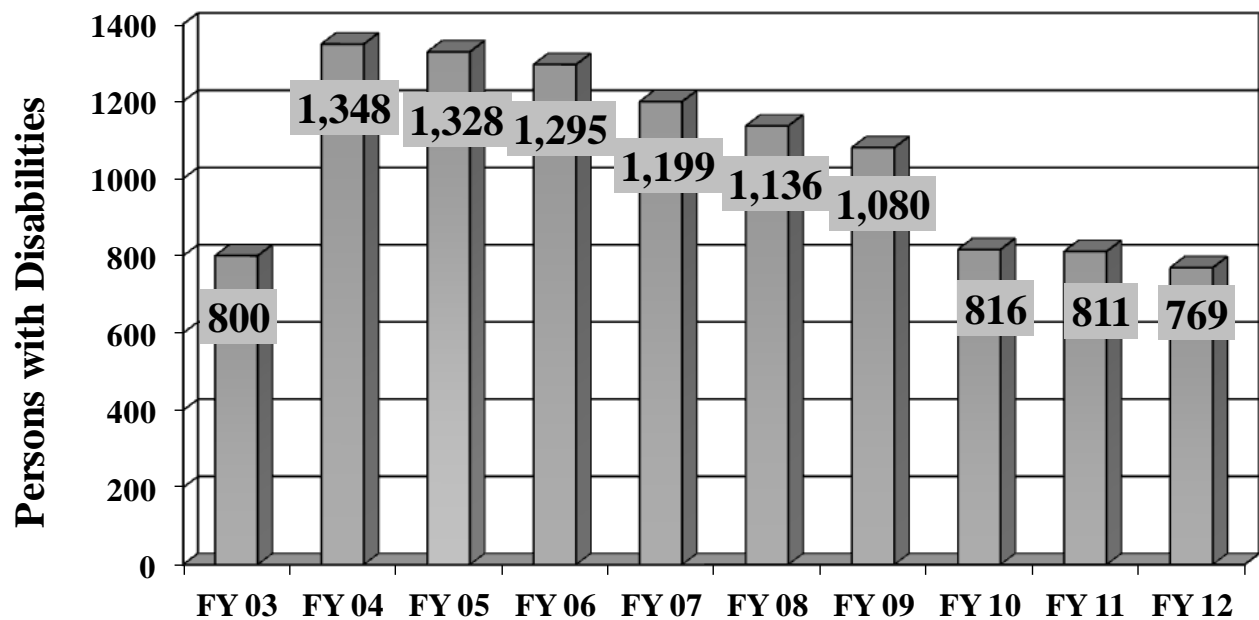
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Employees with Disabilities in the Executive Branch Workforce



Executive Branch Full-Time Employees with Disabilities



NOTE: Workforce re-surveyed in FY04.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

[illegible]

- Executive Branch employees earned 379,643.9 days of vacation in Fiscal Year 2012, valued at \$85,803,939.14. Of this, employees took 357,785.8 days of vacation at a value of \$80,622,378.88.
- Executive Branch employees took 164,000.5 days of regular sick leave in Fiscal Year 2012, valued at \$33,638,249.50.

Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2012

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
ADMINISTRATIVE SERVICES	\$1,876,400.27	7,112.7	\$1,759,874.73	6,689.2
AGRICULTURE	\$1,479,961.22	6,896.0	\$1,365,244.02	6,406.0
ALCOHOLIC BEVERAGES	\$217,688.90	1,224.7	\$160,764.36	923.9
AUDITOR	\$446,724.06	1,807.8	\$361,150.52	1,367.3
BANKING	\$624,774.47	1,791.4	\$612,609.22	1,764.0
BLIND	\$388,331.91	1,801.2	\$379,690.98	1,743.7
CIVIL RIGHTS	\$103,977.35	475.4	\$98,939.59	453.3
COLLEGE AID	\$180,839.03	827.8	\$157,247.67	736.7
CORRECTIONS	\$11,784,841.46	54,249.4	\$11,180,008.80	51,575.6
CREDIT UNION	\$91,190.58	296.6	\$80,935.85	275.5
CULTURAL AFFAIRS	\$280,691.82	1,205.7	\$247,016.47	1,056.2
ECONOMIC DEVELOPMENT	\$606,034.61	2,414.0	\$563,376.16	2,231.4
EDUCATION	\$3,255,569.75	12,497.2	\$3,022,768.33	11,700.2
ETHICS/CAMPAIGN DISCLOSURE	\$11,041.07	70.1	\$6,088.50	44.4
FINANCE AUTHORITY	\$486,885.38	1,675.3	\$398,561.21	1,512.6
GOVERNOR'S OFFICE	\$111,052.20	455.0	\$76,098.43	310.8
HUMAN RIGHTS	\$233,089.51	886.7	\$199,852.31	767.3
HUMAN SERVICES	\$20,530,924.39	102,245.5	\$19,702,260.49	98,668.3
INSPECTIONS AND APPEALS	\$2,951,160.45	10,930.9	\$2,804,034.14	10,364.3
INSURANCE	\$548,894.76	1,983.7	\$489,185.27	1,860.3
IOWA COMMUNICATIONS NTWK	\$520,477.85	1,695.1	\$502,744.77	1,639.0
IOWA DEPT OF AGING	\$143,440.67	589.2	\$114,930.84	498.2
IOWA PUBLIC TELEVISION	\$546,587.86	2,155.6	\$534,774.33	2,131.3
IPERS	\$473,925.19	1,721.7	\$423,963.00	1,620.7
JUSTICE	\$1,589,930.30	4,815.0	\$1,542,628.94	4,605.6
LAW ENFORCEMENT ACADEMY	\$87,502.61	429.8	\$74,736.80	380.6
LOTTERY	\$520,028.61	2,173.8	\$458,810.95	2,084.3
MANAGEMENT	\$167,280.71	480.5	\$160,408.96	476.9
NATURAL RESOURCES	\$4,633,758.53	18,853.0	\$4,276,701.37	17,278.0
PAROLE	\$43,616.10	175.3	\$52,261.05	201.7
PUBLIC DEFENSE	\$1,722,579.22	8,256.9	\$1,585,552.44	7,535.8
PUBLIC EMPLOYMENT RELATIONS	\$49,131.30	167.2	\$39,752.76	129.5
PUBLIC HEALTH	\$2,070,142.50	8,043.5	\$1,954,975.48	7,553.5
PUBLIC SAFETY	\$4,721,226.80	18,553.6	\$4,362,753.13	17,300.1
REVENUE	\$1,559,895.48	6,399.2	\$1,440,195.07	5,972.5
SECRETARY OF STATE	\$136,538.43	591.4	\$114,441.09	540.1
TRANSPORTATION	\$13,536,549.34	60,504.1	\$12,787,316.08	56,433.4
TREASURER	\$104,404.32	470.6	\$96,021.73	434.6
UTILITIES	\$427,918.08	1,327.6	\$385,887.64	1,283.3
VETERANS AFFAIRS	\$37,550.26	215.7	\$32,180.55	178.4
VETERANS HOME	\$2,994,030.54	15,470.0	\$2,721,607.80	14,294.8
WORKFORCE DEVELOPMENT	\$3,507,351.25	15,708.0	\$3,294,027.05	14,762.5
GRAND TOTALS	\$85,803,939.14	379,643.9	\$80,622,378.88	357,785.8

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

Executive Branch Full-Time Sick Leave, Expenditures & Usage, Fiscal Year 2012

DEPARTMENT	Sick Leave Earned Value	Sick Leave Earned Days	Regular Sick Leave Taken Expense	Regular Sick Leave Taken Days	Converted Sick Leave Expense	Converted Sick Leave Days
ADMINISTRATIVE SERVICES	\$1,377,077.20	5,665.9	\$639,191.45	2,825.1	\$160,387.92	527.5
AGRICULTURE	\$1,038,869.48	5,119.9	\$461,947.01	2,323.2	\$136,118.18	573.8
ALCOHOLIC BEVERAGES	\$209,324.56	1,277.7	\$83,001.93	513.9	\$20,875.44	114.0
AUDITOR	\$347,678.94	1,614.0	\$97,161.48	461.3	\$65,981.73	298.4
BANKING	\$407,757.59	1,325.4	\$148,496.81	441.1	\$104,938.12	312.0
BLIND	\$280,320.39	1,417.3	\$180,044.44	922.2	\$34,151.48	148.0
CIVIL RIGHTS	\$66,729.39	335.1	\$51,624.54	228.5	\$4,822.96	23.0
COLLEGE AID	\$166,456.39	772.1	\$97,295.44	461.3	\$22,066.20	80.5
CORRECTIONS	\$9,052,736.61	44,401.9	\$5,842,946.47	28,461.1	\$407,001.20	1,736.3
CREDIT UNION	\$65,334.64	231.7	\$11,494.07	41.3	\$27,251.12	93.0
CULTURAL AFFAIRS	\$201,958.77	919.5	\$98,501.43	444.5	\$56,851.92	249.0
ECONOMIC DEVELOPMENT	\$518,415.05	2,158.9	\$163,792.09	717.8	\$98,628.44	386.4
EDUCATION	\$2,455,510.34	9,925.0	\$1,388,179.15	5,860.7	\$175,023.53	633.0
ETHICS/CAMPAIGN DISCLOSURE	\$14,059.73	87.2	\$4,897.98	33.0	\$0.00	0.0
FINANCE AUTHORITY	\$428,037.74	1,533.9	\$178,732.54	706.3	\$86,158.44	255.0
GOVERNOR'S OFFICE	\$129,779.86	533.4	\$34,475.20	139.5	\$6,075.80	19.5
HUMAN RIGHTS	\$177,979.80	715.5	\$100,916.11	399.7	\$12,688.16	51.5
HUMAN SERVICES	\$14,374,281.08	77,965.2	\$9,082,924.43	48,704.4	\$993,532.74	4,528.0
INSPECTIONS AND APPEALS	\$2,254,653.76	8,967.2	\$1,006,893.08	4,075.4	\$304,118.05	1,037.9
INSURANCE	\$403,895.71	1,614.9	\$235,290.51	978.5	\$54,956.44	162.9
IOWA COMMUNICATIONS NTKW	\$411,291.03	1,438.8	\$208,364.55	761.6	\$54,883.64	159.0
IOWA DEPT OF AGING	\$126,523.16	551.0	\$60,381.60	275.7	\$22,998.40	75.5
IOWA PUBLIC TELEVISION	\$344,713.23	1,454.3	\$163,269.74	700.8	\$53,524.80	214.5
IPERS	\$345,091.61	1,347.9	\$159,545.18	660.5	\$38,957.68	130.0
JUSTICE	\$1,217,035.04	4,022.5	\$400,743.61	1,500.4	\$230,197.92	585.5
LAW ENFORCEMENT ACADEMY	\$78,088.35	397.5	\$35,119.94	201.9	\$11,548.60	46.5
LOTTERY	\$390,303.26	1,780.6	\$110,625.41	553.1	\$93,055.84	359.5
MANAGEMENT	\$95,973.57	306.0	\$18,982.10	57.9	\$13,232.08	36.0
NATURAL RESOURCES	\$3,106,299.24	13,479.5	\$1,213,872.46	5,223.6	\$501,359.96	1,952.1
PAROLE	\$28,237.04	128.9	\$21,887.79	91.2	\$0.00	0.0
PUBLIC DEFENSE	\$1,458,697.10	7,403.8	\$882,312.68	4,345.4	\$105,262.32	425.5
PUBLIC EMPLOYMENT RELATIONS	\$37,532.49	141.3	\$19,705.67	79.1	\$4,901.04	19.5
PUBLIC HEALTH	\$1,713,898.08	6,961.0	\$879,600.54	3,703.9	\$155,265.36	540.5
PUBLIC SAFETY	\$2,760,214.01	12,121.8	\$858,364.33	3,783.1	\$91,526.28	362.5
REVENUE	\$1,072,978.57	4,753.0	\$580,977.26	2,651.9	\$91,714.32	363.0
SECRETARY OF STATE	\$121,850.60	503.6	\$36,527.61	171.7	\$18,502.12	84.5
TRANSPORTATION	\$8,804,859.38	42,060.8	\$4,388,146.90	21,319.5	\$459,959.44	5,500.9
TREASURER	\$93,853.64	466.5	\$48,184.84	261.4	\$8,810.62	29.4
UTILITIES	\$306,148.62	1,018.9	\$108,411.45	369.6	\$32,591.00	102.5
VETERANS AFFAIRS	\$40,964.26	225.6	\$18,707.20	109.9	\$0.00	0.0
VETERANS HOME	\$2,473,500.28	13,733.0	\$1,793,180.45	9,955.6	\$75,709.52	355.0
WORKFORCE DEVELOPMENT	\$2,765,028.74	13,352.7	\$1,723,532.03	8,483.9	\$233,154.12	900.5
GRAND TOTALS	\$61,763,938.33	294,230.7	\$33,638,249.50	164,000.5	\$5,068,782.93	23,472.1

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

Executive Branch Full-Time Other Types Leave, Expenditures & Usage, Fiscal Year 2012

DEPARTMENT	Injury Leave Taken Expense	Injury Leave Taken Days	Funeral Leave Taken Expense	Funeral Leave Taken Days	Jury Leave Taken Expense	Jury Leave Taken Days
ADMINISTRATIVE SERVICES	\$1,145.69	8.9	\$34,934.90	138.6	\$6,337.30	24.8
AGRICULTURE	\$640.64	3.1	\$24,528.68	123.2	\$5,140.05	21.8
ALCOHOLIC BEVERAGES	\$3,319.04	25.1	\$7,748.01	44.9	\$243.72	1.5
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
BANKING	\$0.00	0.0	\$6,966.19	17.1	\$0.00	0.0
BLIND	\$1,148.57	6.8	\$6,118.29	31.8	\$850.08	3.6
CIVIL RIGHTS	\$0.00	0.0	\$162.48	1.0	\$0.00	0.0
COLLEGE AID	\$0.00	0.0	\$2,199.63	11.7	\$0.00	0.0
CORRECTIONS	\$54,095.77	262.3	\$373,535.61	1,816.2	\$7,535.95	33.0
CREDIT UNION	\$0.00	0.0	\$465.84	3.0	\$0.00	0.0
CULTURAL AFFAIRS	\$0.00	0.0	\$6,153.32	26.0	\$1,619.47	6.2
ECONOMIC DEVELOPMENT	\$0.00	0.0	\$3,102.59	11.8	\$0.00	0.0
EDUCATION	\$0.00	0.0	\$36,697.56	152.8	\$6,534.99	25.3
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$207.96	1.5	\$0.00	0.0
FINANCE AUTHORITY	\$0.00	0.0	\$6,072.70	23.7	\$0.00	0.0
GOVERNOR'S OFFICE	\$0.00	0.0	\$978.79	4.9	\$171.64	1.0
HUMAN RIGHTS	\$0.00	0.0	\$730.49	3.1	\$1,061.16	4.2
HUMAN SERVICES	\$64,129.82	356.2	\$141,186.14	725.3	\$21,494.05	108.2
INSPECTIONS AND APPEALS	\$3,747.56	15.4	\$72,220.85	265.1	\$2,518.02	10.5
INSURANCE	\$0.00	0.0	\$11,390.09	46.5	\$0.00	0.0
IOWA COMMUNICATIONS NTKW	\$0.00	0.0	\$8,287.64	32.8	\$1,582.52	3.5
IOWA DEPT OF AGING	\$0.00	0.0	\$2,818.92	10.3	\$350.24	2.0
IOWA PUBLIC TELEVISION	\$0.00	0.0	\$5,672.34	22.3	\$0.00	0.0
IPERS	\$0.00	0.0	\$10,279.56	33.0	\$2,741.60	7.8
JUSTICE	\$0.00	0.0	\$23,454.10	65.5	\$1,280.36	5.8
LAW ENFORCEMENT ACADEMY	\$555.04	2.0	\$1,337.06	8.1	\$310.24	2.0
LOTTERY	\$0.00	0.0	\$11,489.76	51.0	\$308.64	1.0
MANAGEMENT	\$0.00	0.0	\$695.20	2.1	\$431.88	1.5
NATURAL RESOURCES	\$7,228.04	36.0	\$33,845.26	143.4	\$6,140.34	21.5
PAROLE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC DEFENSE	\$165.06	0.9	\$23,293.90	116.0	\$2,789.96	13.5
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$200.64	0.5	\$0.00	0.0
PUBLIC HEALTH	\$0.00	0.0	\$30,767.87	120.6	\$5,957.96	22.8
PUBLIC SAFETY	\$14,729.90	60.4	\$10,456.35	50.7	\$1,079.52	4.0
REVENUE	\$0.00	0.0	\$31,073.88	127.4	\$5,272.95	19.4
SECRETARY OF STATE	\$0.00	0.0	\$6,058.74	28.8	\$222.67	0.9
TRANSPORTATION	\$39,272.08	442.7	N/A	N/A	N/A	N/A
TREASURER	\$0.00	0.0	\$2,680.40	12.6	\$0.00	0.0
UTILITIES	\$0.00	0.0	\$7,469.70	22.1	\$2,978.70	15.9
VETERANS AFFAIRS	\$0.00	0.0	\$1,034.92	7.1	\$0.00	0.0
VETERANS HOME	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
WORKFORCE DEVELOPMENT	\$2,812.19	13.1	\$70,522.73	347.9	\$6,188.06	28.4
GRAND TOTALS	\$192,989.40	1,232.9	\$1,016,839.09	4,650.4	\$91,142.07	390.1

NOTE: Data not available for Transportation since they are not on the HRIS time-reporting system.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

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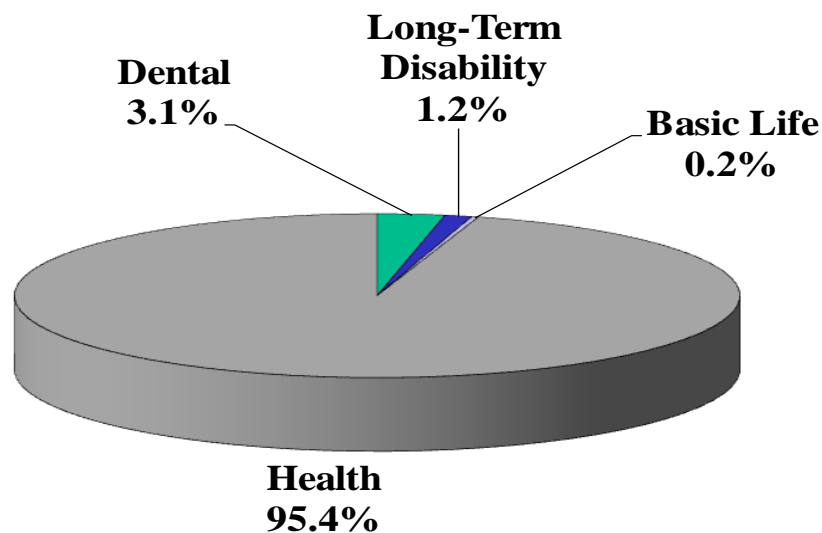
CALENDER YEAR 2012 GROUP INSURANCE BENEFITS FACTS

Insurance Type	Funding Type	Who Pays What?	Projected Year 2012 Costs	Who's Eligible?	Current Vendor
HEALTH Traditional (Plan 3 Plus)	Minimum Premium	State pays 100% for single contracts and 85% of the PPO family contract.	Total Projected Wellmark Cost = \$137,748,107	AFSCME, Judicial AFSCME, PPME employees who work 20 hours or more per week are eligible.	Wellmark
Preferred Provider Organization (PPO-IA Select)	Minimum Premium	State pays 100% for single contracts and 85% of the PPO family contract.	Included Above.	AFSCME, Judicial AFSCME, PPME, and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Traditional (Deductible 3 Plus)	Minimum Premium	State pays 100% for single contracts and 85% of the PPO family contract.	Included Above.	UE/IUP and Non-Contract employees who work 20 hours or more per week are eligible.	Wellmark
Managed Care Organization	Minimum Premium	State pays 100% for single contracts and 85% of the PPO family contract	Total Projected Cost Equals \$202,913,405	All employees who work 20 hours or more per week are eligible.	Wellmark
DENTAL	Minimum Premium	State pays 100% for single contracts and 50% for a family contract (except for UE/IUP members).	Total Projected Cost Equals \$18,213,836	Employees must work 20 hours or more per week to be eligible	Delta Dental
LIFE Term Basic Life	Fully Insured	State pays 100%	Total Projected Cost Equals \$839,342	Employees must work 30 hours or more per week to be eligible	The Hartford
Supplemental (Optional)	Fully Insured	Employee pays 100%	Total Projected Employee Cost Equals \$2,250,754		
LONG TERM DISABILITY	Fully Insured	State pays 100%	Total Projected Cost Equals \$4,065,708	Employees must work 30 hours or more per week to be eligible.	The Hartford

NOTE: Health and Dental Insurance Information does not include SPOC plans or costs as these plans are based on a fiscal year.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

State Funded Insurance Premiums, Calendar Year 2012



January 1, 2012 - December 31, 2012*					
Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
Health					
Wellmark BCBS	\$126,859,522	77.5%	\$10,888,585	6.7%	\$137,748,107**
MCOs	\$202,913,405	100.0%	\$0	0.0%	\$202,913,405
Subtotal	\$329,772,927	96.8%	\$10,888,585	3.2%	\$340,661,512
Dental	\$10,883,356	59.8%	\$7,330,480	40.2%	\$18,213,836
Life					
Basic	\$839,342	100.0%	0	0.0%	\$839,342
Optional	\$0	0.0%	\$2,250,754	100.0%	\$2,250,754
Subtotal	\$839,342	27.2%	\$2,250,754	72.8%	\$3,090,096
Long Term Disability	\$4,065,708	100.0%	\$0	0.0%	\$4,065,708
Total	\$345,561,333	94.4%	\$20,469,819	5.6%	\$366,031,152

* Projections use the July 2011 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

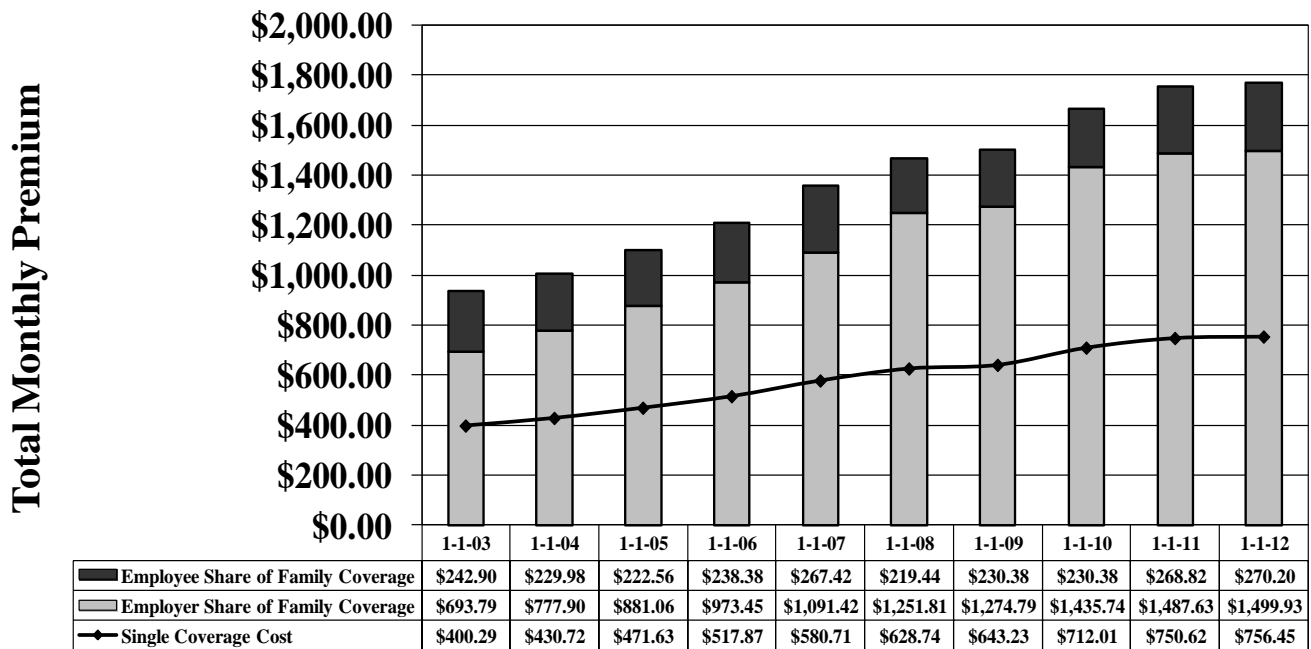
** Does not include SPOC.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Health Plan Provider Premium Comparisons

			2011				2012		
Health Plan			Total Monthly Premium	Employer Share	Employee Share	Total Premium Percent Increase	Total Monthly Premium	Employer Share	Employee Share
AFSCME & Non-Contract Employees	Program 3 Plus	(S)	\$750.62	\$750.62	\$0.00	0.8%	\$756.45	\$756.45	\$0.00
		(F)	\$1,756.45	\$1,487.63	\$268.82	0.8%	\$1,770.13	\$1,499.93	\$270.20
	Deductible 3 Plus	(S)	\$754.39	\$754.39	\$0.00	0.8%	\$760.48	\$760.48	\$0.00
		(F)	\$1,765.33	\$1,487.63	\$277.70	0.8%	\$1,779.59	\$1,499.93	\$279.66
	Iowa Select	(S)	\$747.91	\$747.91	\$0.00	0.8%	\$754.11	\$754.11	\$0.00
		(F)	\$1,750.14	\$1,487.62	\$262.52	0.8%	\$1,764.61	\$1,499.93	\$264.68
	Blue Access	(S)	\$468.10	\$468.10	\$0.00	0.8%	\$471.85	\$471.85	\$0.00
		(F)	\$1,095.34	\$1,095.34	\$0.00	0.8%	\$1,104.11	\$1,104.11	\$0.00
	Blue Advantage	(S)	\$450.69	\$450.69	\$0.00	0.8%	\$454.32	\$454.32	\$0.00
		(F)	\$1,054.65	\$1,054.65	\$0.00	0.8%	\$1,063.14	\$1,063.14	\$0.00

AFSCME Health Insurance Premium Shares Wellmark Blue Cross/Blue Shield Program 3 Plus



NOTE: Program 3-Plus shown because as of 07/01/12, over 16.3% of health contract holders were in this plan.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Health Plan Enrollments as of 07/01/12

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
Plan 3 Plus	2,649	1,213	426	4,288	16.3%
Deductible 3 Plus	368	287	55	710	2.7%
Iowa Select	2,018	1,608	236	3,862	14.7%
Subtotal	5,035	3,108	717	8,860	33.7%
Managed Care Plans					
Blue Access	2,419	10,834	280	13,533	51.4%
Blue Advantage	488	3,370	74	3,932	14.9%
Subtotal	2,907	14,204	354	17,465	66.3%
Total Health	7,942	17,312	1,071	26,325	100.0%
Total Dental	9,954	15,527	896	26,377	

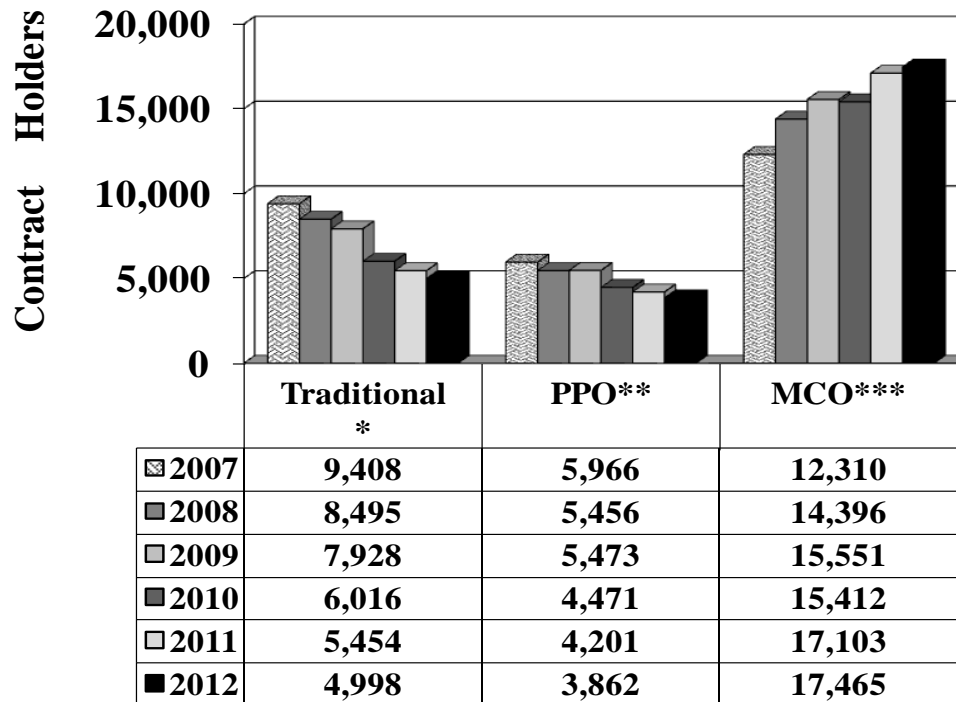
NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (*Includes Fair Authority, Community-Based Corrections, and Regents employees*).

NOTE: Does not include SPOC.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Health Plan Enrollments as of 07/01/12

(ACTIVE EMPLOYEES ONLY)



* Wellmark Plan 3 Plus, & Deductible 3 Plus

** Wellmark Iowa Select & IUP Select

*** Managed Care Organizations

NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (*Includes Fair Authority, Community-Based Corrections, and Regents employees*).

NOTE: Does not include SPOC.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Dental Insurance Contributions

Year	Single		Family	
	Employer	Employee	Employer	Employee
8-1-96*	\$13.10	\$0.00	\$13.10	\$21.90
8-1-97*	\$14.54	\$0.00	\$14.54	\$24.30
8-1-98*	\$14.54	\$0.00	\$14.54	\$24.30
1-1-99*	\$15.56	\$0.00	\$15.56	\$25.96
1-1-00*	\$15.56	\$0.00	\$15.56	\$25.96
1-1-01*	\$15.94	\$0.00	\$15.94	\$26.78
1-1-02*	\$16.66	\$0.00	\$16.66	\$28.02
1-1-03*	\$17.89	\$0.00	\$17.89	\$30.02
1-1-04*	\$20.19	\$0.00	\$20.19	\$33.88
1-1-05**	\$24.55	\$0.00	\$32.90	\$32.88
1-1-06**	\$23.20	\$0.00	\$31.10	\$31.10
1-1-07**	\$24.69	\$0.00	\$33.09	\$33.08
1-1-08**	\$25.38	\$0.00	\$34.02	\$34.00
1-1-09**	\$26.14	\$0.00	\$35.04	\$35.02
1-1-10**	\$26.92	\$0.00	\$36.08	\$36.08
1-1-11**	\$26.65	\$0.00	\$35.83	\$35.82
1-1-12**	\$27.83	\$0.00	\$37.43	\$37.40

* Rates are for all bargaining units and non-contract employees with the exception of AFSCME Judicial employees.

** Rates are for all bargaining units and non-contract employees with the exception of IUP employees.

Source: Iowa Department of Administrative Services, HRE - Benefits Bureau Data: EHolland.

Unemployment Expenditures

	FY 05	FY 06	FY 07	FY 08
NEW CLAIMS	538	591	536	576
PROTESTS	182	222	205	168
% In Favor of Employer	67.0%	76.0%	80.0%	76.8%
BENEFIT CHARGES PAID	\$825,161.00	\$813,686.00	\$710,370.00	\$716,107.00
SERVICE FEE	\$22,899.00	\$22,893.00	\$27,643.00	\$28,126.00
TOTAL COSTS	\$848,060.00	\$836,579.00	\$738,013.00	\$744,233.00
Credit Balances (Returned to General Fund)	\$25,507.00	\$28,449.00	\$29,986.00	\$14,409.00
NET COSTS (Total Costs - Credits Returned)	\$822,553.00	\$808,130.00	\$708,027.00	\$729,824.00
	FY 09	FY 10	FY 11	FY 12
NEW CLAIMS	739	2,765	841	715
PROTESTS	217	354	333	255
% In Favor of Employer	82.0%	78.0%	80.0%	75.7%
BENEFIT CHARGES PAID	\$835,943.92	\$1,870,950.04	\$2,117,847.60	\$1,501,719.39
SERVICE FEE	\$28,930.00	\$29,407.00	\$27,335.00	\$26,329.38
TOTAL COSTS	\$864,873.92	\$1,900,357.04	\$2,145,182.60	\$1,528,048.77
Credit Balances (Returned to General Fund)	\$31,249.77	\$69,096.12	\$100,071.50	\$91,434.23
NET COSTS (Total Costs - Credits Returned)	\$833,624.15	\$1,831,260.92	\$2,045,111.10	\$1,436,614.54

NOTE: Unemployment insurance covers the Executive, Legislative, & Judicial Branches.

NOTE: Because of the nature of unemployment insurance costs, figures for recent years may fluctuate slightly.

-Does not include Community-Based Corrections, House, Senate or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Third Party Administrator Query

Unemployment Claims by Department Fiscal Year 2012

DEPARTMENT	Total Claims	Claims		Claim Decisions Received	Claim Decisions	
		Protested	Not Protested		Favorable	Unfavorable
ADMINISTRATIVE SERVICES	0	0	0	0	0	0
AGRICULTURE	5	2	3	2	1	1
ALCOHOLIC BEVERAGES	13	3	10	2	1	1
AUDITOR	*	*	*	*	*	*
BANKING	0	0	0	0	0	0
BLIND	1	0	1	0	0	0
CIVIL RIGHTS	0	0	0	0	0	0
COLLEGE AID	1	1	0	1	1	0
CORRECTIONS	38	32	6	36	27	9
CREDIT UNION	0	0	0	0	0	0
CULTURAL AFFAIRS	12	3	9	1	0	1
ECONOMIC DEVELOPMENT	20	4	16	1	1	0
EDUCATION	13	7	6	5	3	2
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0
FINANCE AUTHORITY	1	0	1	0	0	0
GOVERNOR'S OFFICE	6	0	6	0	0	0
HUMAN RIGHTS	2	1	1	1	1	0
HUMAN SERVICES	141	85	56	95	68	27
INSPECTIONS AND APPEALS	15	5	10	4	4	0
INSURANCE	0	0	0	0	0	0
IOWA COMMUNICATIONS NTWRK	1	0	1	0	0	0
IOWA DEPT OF AGING	2	0	2	0	0	0
IOWA PUBLIC TELEVISION	0	0	0	0	0	0
IPERS	0	0	0	0	0	0
JUSTICE	3	2	1	1	1	0
LAW ENFORCEMENT ACADEMY	1	0	1	0	0	0
LOTTERY	4	0	4	0	0	0
MANAGEMENT	0	0	0	0	0	0
NATURAL RESOURCES	43	8	35	8	7	1
PAROLE	6	0	6	1	1	0
PUBLIC DEFENSE	15	6	9	7	7	0
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0
PUBLIC HEALTH	*	*	*	*	*	*
PUBLIC SAFETY	4	2	2	4	3	1
REVENUE	36	3	33	2	2	0
SECRETARY OF STATE	0	0	0	0	0	0
TRANSPORTATION	95	22	73	25	20	5
TREASURER	*	*	*	*	*	*
UTILITIES	3	2	1	2	0	2
VETERAN'S AFFAIRS	0	0	0	0	0	0
VETERAN'S HOME	56	30	26	36	23	13
WORKFORCE DEVELOPMENT	*	*	*	*	*	*
GRAND TOTALS	537	218	319	234	171	63

* Indicates departments that are not covered by the Unemployment Insurance Administrative Service Contract.

NOTE: Unemployment covers the Executive, Legislative, & Judicial Branches. However, the Judicial Branch, Legislative Branch and Fair Authority are not presented in this table.

-Does not include Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE - Third Party Administrator Query:

Employee Assistance Program Data by Fiscal Year

	FY 05	FY 06	FY 07	FY 08
Number of employees*	19,202	19,726	19,964	20,552
Number of clients served	686	886	830	1,001
Percent utilization	3.6%	4.5%	4.2%	4.9%
Number of counseling hours	1,517	1,608	1,265	1,382
Average number of counseling hours/client	2.21	1.81	1.52	1.38
EAP COSTS				
Counseling	\$108,541	\$126,499	\$110,403	\$107,808
Training	\$318	\$0	\$4,535	\$4,365
TOTAL	\$108,859	\$126,499	\$114,938	\$112,173
Average total counseling costs/client	\$158.22	\$142.78	\$133.02	\$126.53
Average cost/employee	\$5.67	\$6.41	\$5.76	\$5.46
	FY 09	FY 10	FY 11	FY 12
Number of employees*	20,515	18,444	19,009	18,608
Number of clients served	888	922	832	769
Percent utilization	4.3%	5.0%	4.4%	4.1%
Number of counseling hours	1,540	1,079	1,517	1,161
Average number of counseling hours/client	1.73	1.17	1.82	1.51
EAP COSTS				
Counseling	\$120,142	\$118,147	\$118,812	\$125,197
Training	\$3,963	\$3,780	\$2,389	\$11,855
TOTAL	\$124,105	\$121,927	\$121,201	\$137,052
Average total counseling costs/client	\$135.29	\$128.14	\$142.80	\$162.80
Average cost/employee	\$6.05	\$6.61	\$6.38	\$7.37

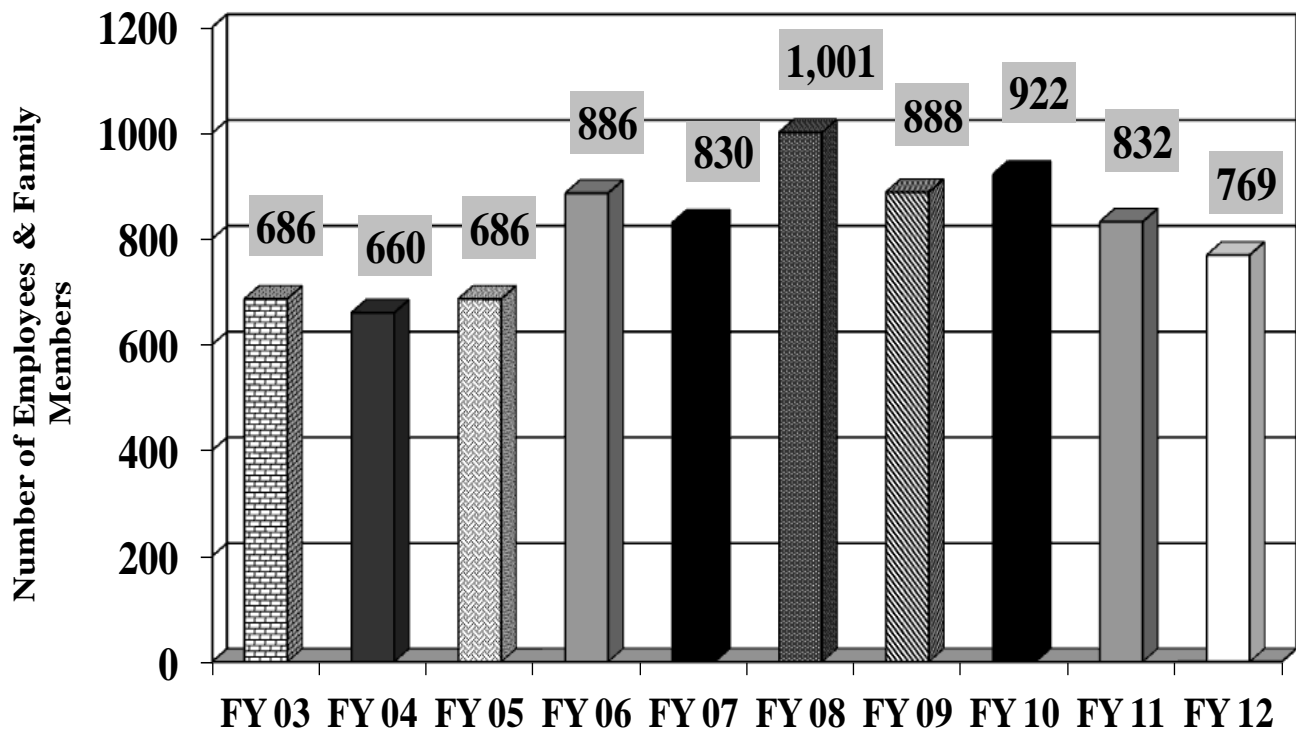
*This number Includes: Only Full-Time Executive Branch (excludes Community-Based Corrections, Regent Institutions and Fair Authority)

Does Not Include: Regents Board Office
 School for the Deaf
 Braille & Sight Saving School
 1990, added Judicial Branch employees
 1991, added Legislative Branch employees (excluding Legislators)

NOTE: Total Iowa Employee Assistance Program (IEAP) costs do not include brochure, promotional item, travel, or administrative expenses.

Source: Iowa Department of Administrative Services, HRE - IEAP Annual Report.

Employee Assistance Program Use by Fiscal Year



Source: Iowa Department of Administrative Services, HRE - Iowa Employee Assistance Program Annual Report: SJensen.

Deferred Compensation Enrollments, Fiscal Year 2012

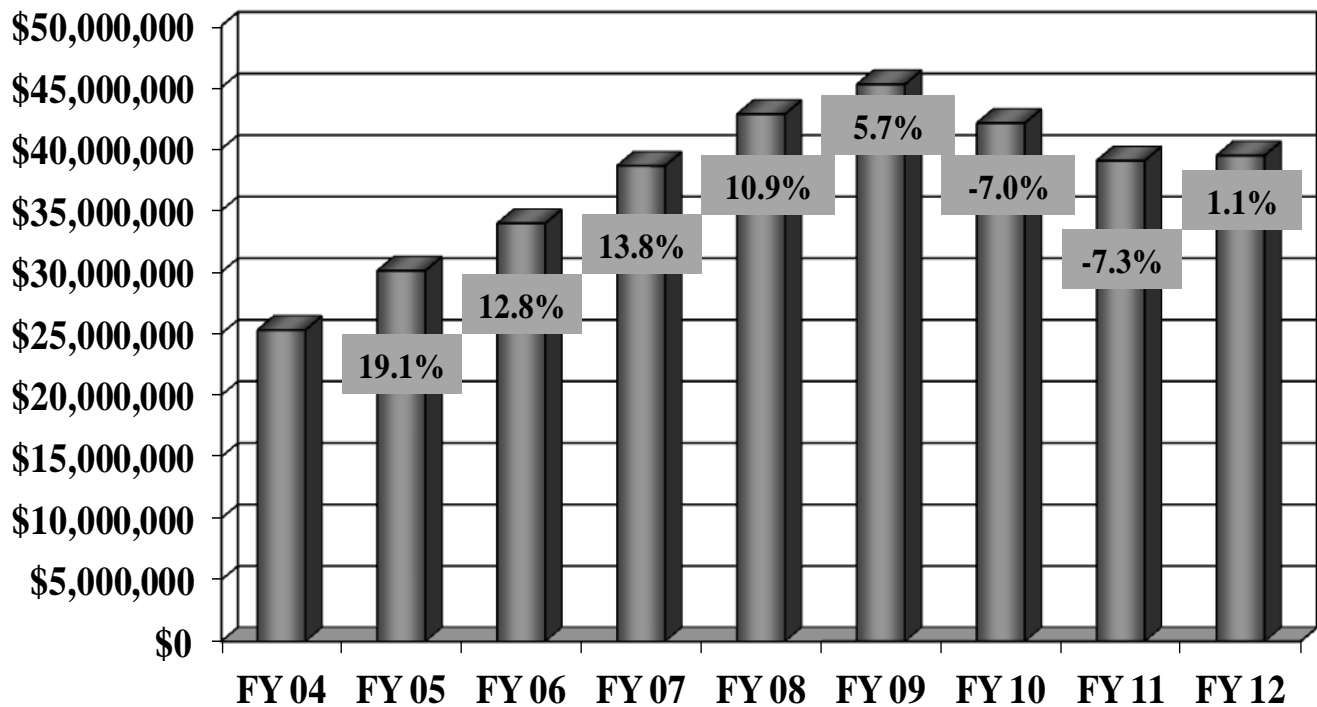
State Government	# Eligible	# Deferring	Participation
EXECUTIVE BRANCH			
AFSCME			
Clerical (001)	1,432	697	48.7%
Technical (002)	3,571	1,645	46.1%
Blue Collar (003)	2,129	1,174	55.1%
Fiscal & Staff (004/104)	2,669	1,803	67.6%
Security (006)	1,981	1,011	51.0%
Patient Care (011)	615	370	60.2%
Subtotal	12,397	6,700	54.0%
UE/IUP			
Social Services (005)	1,343	772	57.5%
Science (009)	444	313	70.5%
Social Services-IMW (015)	691	401	58.0%
Subtotal	2,478	1,486	60.0%
SPOC			
Public Safety (007)	614	512	83.4%
NONCONTRACT	3,354	2,267	67.6%
TOTAL	18,843	10,965	58.2%
JUDICIAL BRANCH			
AFSCME	673	395	58.7%
NONCONTRACT	1,008	680	67.5%
PPME	93	58	62.4%
TOTAL	1,774	1,133	63.9%
LEGISLATIVE BRANCH			
TOTAL	344	121	35.2%
COMMUNITY BASED CORRECTIONS			
TOTAL	1,059	785	74.1%
GRAND TOTAL	22,020	13,004	59.1%

Eligibility - Any employee of the State of Iowa working 20+ hours per week or an employee who has a fixed annual salary. This program does not include Regents employees.

Note: 3-digit numbers in parenthesis refer to bargaining unit code.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: JSandusky.

Deferred Compensation Program Total Amount Deferred



NOTE: Percentages in each bar represent increase/decrease of amount deferred from previous fiscal year.

Source: Iowa Department of Administrative Services, HRE - AS/400 Query: JSandusky.

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- Over 44% of the Executive Branch full-time workforce is employed in 25 job classes. There are over 730 job classes.
- Of the 796 non-promotional hires in Fiscal Year 2012, 61.9% were in 25 job classes.
- The Executive Branch new hire rate (the percentage of non-promotional hires to total workforce) has decreased from 6.5% in FY '05 to 4.3% in FY '12.
- Of the 1,223 employees who left Executive Branch employment in Fiscal Year 2012, 52.8% were in 25 job classes.
- The Executive Branch separation rate (the percentage of individuals who left Executive Branch employment to total workforce) increased from 5.5% in Fiscal Year 2005 to 6.6% in Fiscal Year 2012.
- A five-year average of separations shows that 53.5% of employees who voluntarily left Executive Branch employment were employed with the State less than 3 years.

Top 25 Most Populous Job Classes, Fiscal Year 2012

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '12 Workforce
1	86406	Correctional Officer	1,456	7.8%
2	03201	Resident Treatment Worker	1,235	6.6%
3	03089	Income Maintenance Worker 2	625	3.4%
4	08121	Highway Technician Associate	603	3.2%
5	03011	Social Worker 2 (& 23013)	524	2.8%
6	00026	Secretary 2 (& 90026)	258	1.4%
7	02020	Registered Nurse (& 82020)	255	1.4%
8	00807	Workforce Advisor	253	1.4%
9	00025	Secretary 1 (& 90025)	244	1.3%
10	00018	Clerk - Specialist (& 90018)	241	1.3%
11	03016	Social Worker 3 (& 23016)	235	1.3%
12	00709	Administrative Assistant 2 (& 90709)	214	1.2%
13	00711	Executive Officer 2 (& 90711)	202	1.1%
14	00121	Information Technology Specialist 4 (& 90121)	192	1.0%
15	00708	Administrative Assistant 1 (& 90708)	188	1.0%
16	00013	Typist-Advanced	183	1.0%
17	00122	Information Technology Specialist 5 (& 90122)	175	0.9%
18	02002	Licensed Practical Nurse (& 82002)	174	0.9%
19	03345	Child Support Recovery Officer	160	0.9%
20	16005	Trooper 3	157	0.8%
21	00710	Executive Officer 1 (80710 & 90710)	152	0.8%
22	03040	Youth Services Worker	142	0.8%
23	04023	Program Planner 3 (& 94023)	136	0.7%
24	10170	Special Agent 2	135	0.7%
25	08375	Mechanic	134	0.7%
TOTAL			8,273	44.5%

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Top 25 Classes by New Full-Time Hires, Fiscal Year 2012

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '12 Hires
1	03201	Resident Treatment Worker	152	19.1%
2	86406	Correctional Officer	45	5.7%
3	02020	Registered Nurse (& 82020)	35	4.4%
4	03011	Social Worker 2 (& 23013)	23	2.9%
5	03040	Youth Services Worker	21	2.6%
6	02002	Licensed Practical Nurse	19	2.4%
9	94584	Asst Auditor 1	16	2.0%
9	01071	Education Program Consultant	16	2.0%
9	03089	Income Maintenance Worker 2	16	2.0%
11	04016	Disaster Project Specialist 1	14	1.8%
11	00252	Warehouse Operations Worker	14	1.8%
12	00017	Clerk-Advanced	13	1.6%
13	00025	Secretary 1 (& 90025)	10	1.3%
15	00306	Accounting Clerk 2	9	1.1%
15	03220	Psychiatric Security Specialist	9	1.1%
17	07200	Food Service Worker	8	1.0%
17	08375	Mechanic	8	1.0%
22	07220	Cook 1	7	0.9%
22	00121	Information Tech Specialist 4	7	0.9%
22	00787	Public Service Executive 5	7	0.9%
22	03203	Resident Treatment Supervisor	7	0.9%
22	03010	Social Work Associate	7	0.9%
27	02060	Community Health Consultant	6	0.8%
27	08205	Driver	6	0.8%
27	00712	Executive Officer 3 (& 90712)	6	0.8%
27	08016	Maintenance Repairer	6	0.8%
27	00013	Typist-Advanced	6	0.8%
Totals			493	61.9%

NOTE: There were 796 total non-promotional hires in Fiscal Year 2012.

NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

NOTE: Highway Technician Associates were previously classified as Equipment Operators

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Total New Full-Time Hires by Fiscal Year by Department

DEPARTMENT	FY 05			FY 06			FY 07			FY 08		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	19	366	5.2%	24	367	6.5%	28	375	7.5%	39	400	9.8%
AGRICULTURE	18	380	4.7%	28	385	7.3%	31	382	8.1%	34	392	8.7%
ALCOHOLIC BEVERAGES	16	51	31.4%	6	50	12.0%	22	61	36.1%	11	61	18.0%
AUDITOR	38	112	33.9%	13	107	12.1%	22	106	20.8%	25	110	22.7%
BANKING	7	62	11.3%	5	64	7.8%	2	64	3.1%	5	81	6.2%
BLIND	5	99	5.1%	2	97	2.1%	3	92	3.3%	2	89	2.2%
CIVIL RIGHTS	1	23	4.3%	0	23	0.0%	4	23	17.4%	4	26	15.4%
COLLEGE AID	5	41	12.2%	7	41	17.1%	10	46	21.7%	7	50	14.0%
CORRECTIONS	117	2,871	4.1%	201	2,920	6.9%	354	3,079	11.5%	312	3,151	9.9%
CREDIT UNION	5	16	31.3%	0	15	0.0%	0	13	0.0%	3	17	17.6%
CULTURAL AFFAIRS	3	64	4.7%	8	70	11.4%	6	71	8.5%	6	75	8.0%
ECONOMIC DEVELOPMENT	6	131	4.6%	6	127	4.7%	6	131	4.6%	17	147	11.6%
EDUCATION	38	592	6.4%	30	596	5.0%	33	573	5.8%	75	612	12.3%
ETHICS/CAMPAIGN DISCLOSURE	0	6	0.0%	0	6	0.0%	0	5	0.0%	1	6	16.7%
FINANCE AUTHORITY	5	86	5.8%	2	86	2.3%	1	83	1.2%	6	86	7.0%
GOVERNOR'S OFFICE	5	40	12.5%	7	40	17.5%	15	39	38.5%	7	49	14.3%
HUMAN RIGHTS	4	57	7.0%	3	55	5.5%	1	52	1.9%	7	56	12.5%
HUMAN SERVICES	474	5,237	9.1%	636	5,520	11.5%	561	5,625	10.0%	702	5,781	12.1%
INSPECTIONS AND APPEALS	31	488	6.4%	25	505	5.0%	34	514	6.6%	57	531	10.7%
INSURANCE	5	84	6.0%	12	87	13.8%	7	88	8.0%	8	88	9.1%
IOWA COMMUNICATIONS NTRK	2	90	2.2%	5	80	6.3%	7	84	8.3%	4	81	4.9%
IOWA DEPT OF AGING	4	28	14.3%	2	32	6.3%	4	32	12.5%	7	37	18.9%
IOWA PUBLIC TELEVISION	2	110	1.8%	4	116	3.4%	12	116	10.3%	1	111	0.9%
IPERS	6	83	7.2%	4	86	4.7%	2	82	2.4%	1	79	1.3%
JUSTICE *	21	203	10.3%	14	204	6.9%	29	241	12.0%	20	246	8.1%
LAW ENFORCEMENT ACADEMY	0	27	0.0%	3	27	11.1%	0	27	0.0%	1	26	3.8%
LOTTERY	2	108	1.9%	8	112	7.1%	5	111	4.5%	5	110	4.5%
MANAGEMENT	1	27	3.7%	1	28	3.6%	1	30	3.3%	1	32	3.1%
NATURAL RESOURCES	38	912	4.2%	43	928	4.6%	70	945	7.4%	68	974	7.0%
PAROLE	1	10	10.0%	1	10	10.0%	4	11	36.4%	2	11	18.2%
PROFESSIONAL LICENSING	0	10	0.0%	1	12	8.3%	2	14	14.3%	**	**	**
PUBLIC DEFENSE	23	373	6.2%	15	361	4.2%	28	354	7.9%	38	362	10.5%
PUBLIC EMPLOYMENT RELATIONS	0	10	0.0%	0	9	0.0%	0	9	0.0%	2	11	18.2%
PUBLIC HEALTH	45	394	11.4%	25	410	6.1%	36	407	8.8%	46	432	10.6%
PUBLIC SAFETY	56	847	6.6%	116	948	12.2%	60	953	6.3%	71	990	7.2%
REVENUE	22	369	6.0%	14	373	3.8%	14	362	3.9%	38	385	9.9%
SECRETARY OF STATE	3	39	7.7%	2	40	5.0%	5	36	13.9%	3	38	7.9%
TRANSPORTATION	106	3,112	3.4%	87	3,112	2.8%	140	3,045	4.6%	175	3,063	5.7%
TREASURER	5	22	22.7%	4	23	17.4%	7	24	29.2%	1	23	4.3%
UTILITIES	4	90	4.4%	3	89	3.4%	4	67	6.0%	2	68	2.9%
VETERAN'S AFFAIRS	81	779	10.4%	87	799	10.9%	90	813	11.1%	133	860	15.5%
WORKFORCE DEVELOPMENT	31	753	4.1%	48	766	6.3%	73	779	9.4%	85	805	10.6%
GRAND TOTALS	1,255	19,202	6.5%	1,502	19,726	7.6%	1,733	19,964	8.7%	2,032	20,552	9.9%

* as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Total New Full-Time Hires by Fiscal Year by Department (cont.)

DEPARTMENT	FY 09			FY 10			FY 11			FY 12		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	26	402	6.5%	5	350	1.4%	26	357	7.3%	20	344	5.8%
AGRICULTURE	8	385	2.1%	4	323	1.2%	13	332	3.9%	6	325	1.8%
ALCOHOLIC BEVERAGES	7	59	11.9%	19	62	30.6%	12	68	17.6%	23	75	30.7%
AUDITOR	0	102	0.0%	7	102	6.9%	38	109	34.9%	17	107	15.9%
BANKING *	3	80	3.8%	5	80	6.3%	5	81	6.2%	0	78	0.0%
BLIND	2	86	2.3%	5	85	5.9%	6	87	6.9%	3	88	3.4%
CIVIL RIGHTS	2	27	7.4%	0	26	0.0%	4	21	19.0%	5	26	19.2%
COLLEGE AID	7	55	12.7%	2	45	4.4%	1	44	2.3%	3	44	6.8%
CORRECTIONS	174	3,119	5.6%	105	2,742	3.8%	182	2,794	6.5%	74	2,718	2.7%
CREDIT UNION	0	14	0.0%	0	14	0.0%	1	14	7.1%	2	13	15.4%
CULTURAL AFFAIRS	0	70	0.0%	0	59	0.0%	5	63	7.9%	4	51	7.8%
ECONOMIC DEVELOPMENT	5	146	3.4%	4	115	3.5%	22	127	17.3%	11	123	8.9%
EDUCATION	53	637	8.3%	30	563	5.3%	61	615	9.9%	35	619	5.7%
ENERGY INDEPENDENCE	0	4	0.0%	11	23	47.8%	11	19	57.9%	**	**	**
ETHICS/CAMPAIGN DISCLOSURE	0	6	0.0%	0	3	0.0%	4	5	80.0%	0	5	0.0%
FINANCE AUTHORITY	7	82	8.5%	5	82	6.1%	8	87	9.2%	7	89	7.9%
GOVERNOR'S OFFICE	5	50	10.0%	7	44	15.9%	27	33	81.8%	4	33	12.1%
HUMAN RIGHTS	2	54	3.7%	3	48	6.3%	2	46	4.3%	5	44	11.4%
HUMAN SERVICES	403	5,767	7.0%	235	5,021	4.7%	463	5,122	9.0%	317	5,110	6.2%
INSPECTIONS AND APPEALS	19	536	3.5%	10	478	2.1%	69	534	12.9%	16	525	3.0%
INSURANCE	8	92	8.7%	5	88	5.7%	13	94	13.8%	2	95	2.1%
IOWA COMMUNICATIONS NTRK	4	86	4.7%	1	77	1.3%	8	83	9.6%	6	82	7.3%
IOWA DEPT OF AGING	3	36	8.3%	3	31	9.7%	4	32	12.5%	3	32	9.4%
IOWA PUBLIC TELEVISION	3	110	2.7%	0	100	0.0%	2	99	2.0%	0	96	0.0%
IPERS	0	77	0.0%	3	78	3.8%	1	81	1.2%	1	78	1.3%
JUSTICE ***	20	256	7.8%	12	225	5.3%	22	238	9.2%	11	243	4.5%
LAW ENFORCEMENT ACADEMY	1	25	4.0%	1	20	5.0%	4	21	19.0%	2	22	9.1%
LOTTERY	6	109	5.5%	2	86	2.3%	16	102	15.7%	7	108	6.5%
MANAGEMENT	0	31	0.0%	0	22	0.0%	3	22	13.6%	0	22	0.0%
NATURAL RESOURCES	23	948	2.4%	37	896	4.1%	51	938	5.4%	13	921	1.4%
PAROLE	2	12	16.7%	2	8	25.0%	1	9	11.1%	0	8	0.0%
PUBLIC DEFENSE	44	379	11.6%	62	384	16.1%	64	433	14.8%	28	445	6.3%
PUBLIC EMPLOYMENT RELATIONS	0	10	0.0%	0	7	0.0%	0	8	0.0%	2	9	22.2%
PUBLIC HEALTH	29	445	6.5%	21	416	5.0%	31	421	7.4%	22	409	5.4%
PUBLIC SAFETY	33	994	3.3%	9	943	1.0%	34	938	3.6%	5	911	0.5%
REBUILD IOWA	**	**	**	7	12	58.3%	**	**	**	**	**	**
REVENUE	16	376	4.3%	2	299	0.7%	18	306	5.9%	13	289	4.5%
SECRETARY OF STATE	1	37	2.7%	1	30	3.3%	8	31	25.8%	1	28	3.6%
TRANSPORTATION	102	3,032	3.4%	167	2,747	6.1%	172	2,840	6.1%	40	2,777	1.4%
TREASURER	2	25	8.0%	5	25	20.0%	4	28	14.3%	1	28	3.6%
UTILITIES	2	66	3.0%	6	64	9.4%	5	61	8.2%	5	60	8.3%
VETERAN'S AFFAIRS	2	15	13.3%	0	13	0.0%	0	13	0.0%	0	12	0.0%
VETERAN'S HOME	76	857	8.9%	37	763	4.8%	51	764	6.7%	77	771	10.0%
WORKFORCE DEVELOPMENT	45	820	5.5%	149	845	17.6%	89	889	10.0%	5	745	0.7%
GRAND TOTALS	1,145	20,519	5.6%	989	18,444	5.4%	1,561	19,009	8.2%	796	18,608	4.3%

* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

** Department not in existence at the time or no longer in existence.

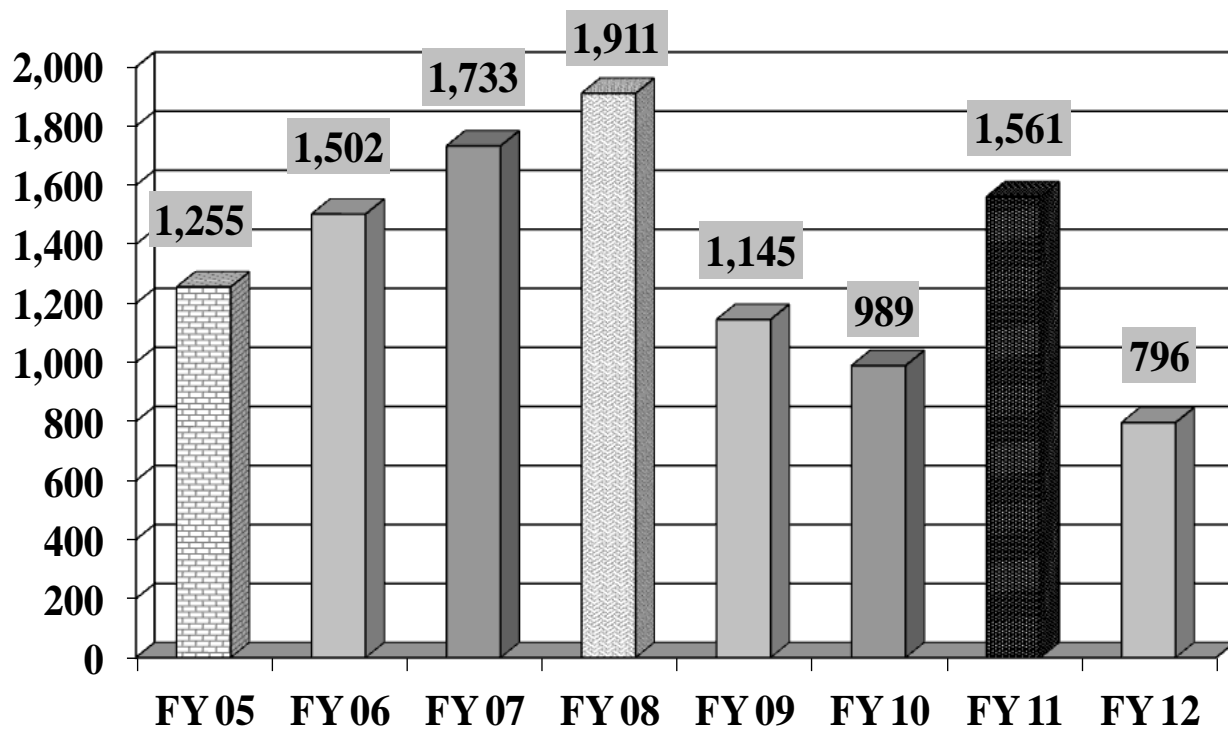
*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Total New Full-Time Hires by Fiscal Year

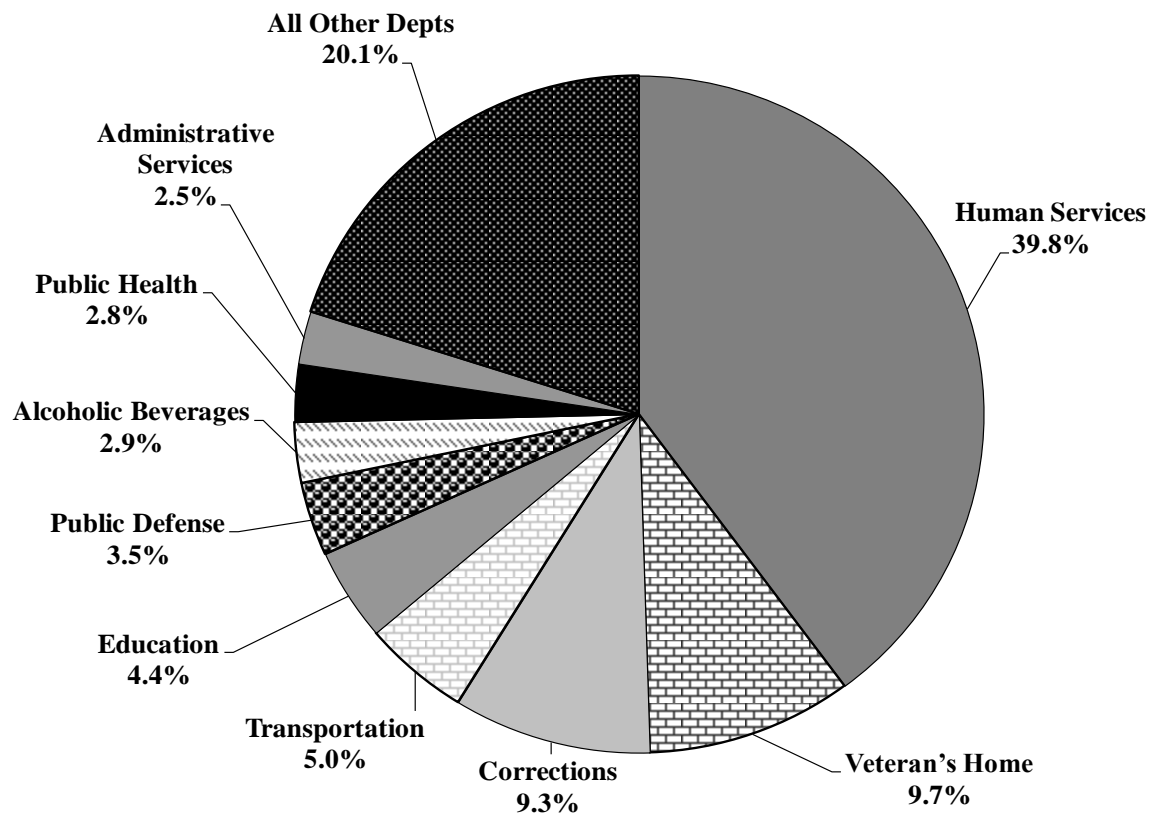


NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

New Full-Time Hire Percentages by Department, Fiscal Year 2012



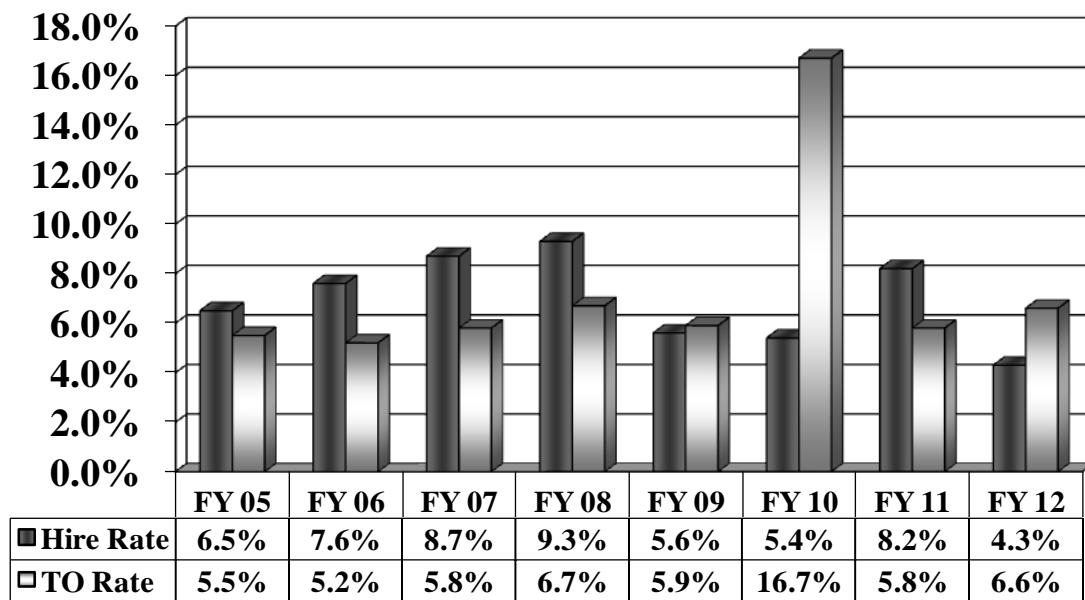
NOTE: Percentages are rounded and may not sum to exactly 100%.

NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

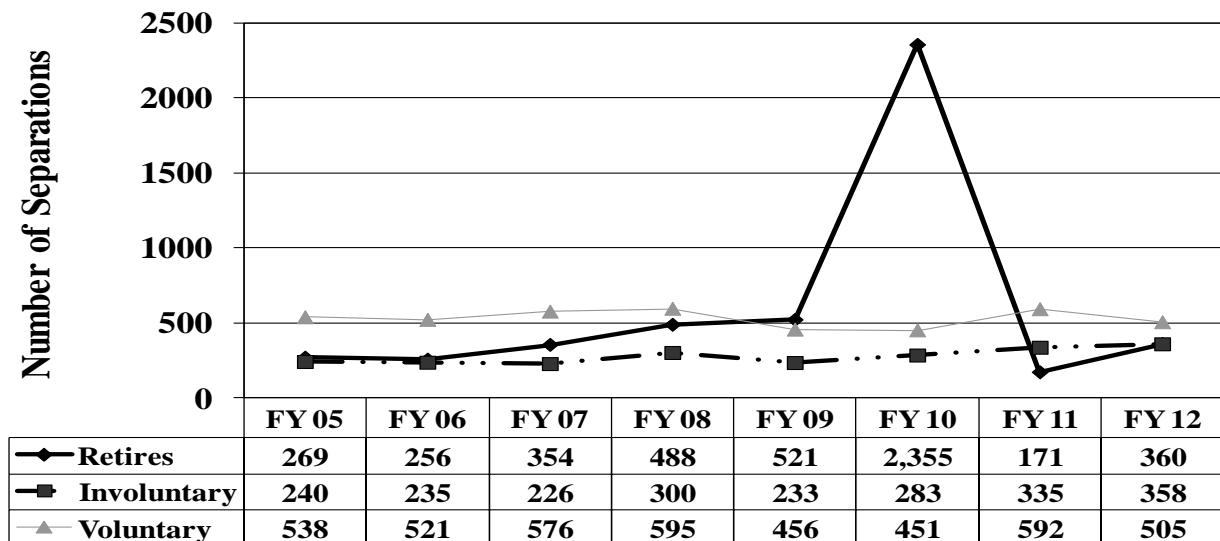
Executive Branch Full-Time Employee New Hire Rate and Separation Rate



NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

NOTE: Executive Branch separation rate includes only individuals who have left Executive Branch employment.

Separation Type



-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Top 25 Executive Branch Separations by Class, Fiscal Year 2012

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '12 Separations
1	03201	Resident Treatment Worker	153	12.5%
2	86406	Correctional Officer	76	6.2%
3	00807	Workforce Advisor	74	6.1%
4	02020	Registered Nurse (& 82020)	29	2.4%
5	03089	Income Maintenance Worker 2	28	2.3%
6	03011	Social Worker 2	24	2.0%
7	02002	Licensed Practical Nurse (& 82002)	20	1.6%
8	08121	Highway Technician Associate	18	1.5%
9	00806	Workforce Associate	17	1.4%
11	00711	Executive Officer 2 (80711 & 90711)	16	1.3%
11	03040	Youth Services Worker	16	1.3%
12	01071	Education Program Consultant	14	1.1%
13	00786	Public Service Executive 4	13	1.1%
14	00017	Clerk-Advanced	12	1.0%
16	00708	Administrative Assistant 1 (& 90708)	11	0.9%
16	02060	Community Health Consultant	11	0.9%
18	07005	Custodial Worker	10	0.8%
18	00787	Public Service Executive 5	10	0.8%
24	03345	Child Support Recovery Officer	9	0.7%
24	07200	Food Service Worker	9	0.7%
24	00025	Secretary 1	9	0.7%
24	00026	Secretary 2 (& 90026)	9	0.7%
24	03016	Social Worker 3	9	0.7%
24	00252	Warehouse Operations Worker	9	0.7%
29	94584	Assistant Auditor 1	8	0.7%
29	00018	Clerk - Specialist	8	0.7%
29	07220	Cook 1	8	0.7%
29	03220	Psychiatric Security Specialist	8	0.7%
29	10100	Special Agent 1	8	0.7%
TOTALS			646	52.8%

NOTE: There were a total of 1,223 individuals who separated from Executive Branch employment in Fiscal Year 2012.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Separations by Department

DEPARTMENT	FY 05			FY 06			FY 07			FY 08		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	2	3	10	7	4	11	7	3	10	8	3	12
AGRICULTURE	8	2	4	4	5	8	8	3	5	6	6	6
ALCOHOLIC BEVERAGES	2	2	8	1	2	5	1	5	1	0	2	5
AUDITOR	0	0	22	0	1	14	0	2	15	3	0	15
BANKING *	0	1	4	1	0	2	0	0	3	2	0	0
BLIND	4	0	3	1	1	0	3	4	2	1	0	1
CIVIL RIGHTS	1	2	0	0	0	0	1	0	2	0	0	1
COLLEGE AID	1	0	0	1	2	2	1	1	2	2	0	0
CORRECTIONS	34	44	70	36	40	69	27	35	80	72	53	102
CREDIT UNION	0	1	3	0	0	1	0	0	2	0	0	0
CULTURAL AFFAIRS	1	2	3	1	1	3	0	0	5	0	0	2
ECONOMIC DEVELOPMENT	0	4	2	0	0	12	2	2	4	0	1	7
EDUCATION	16	9	19	14	2	15	10	1	22	17	7	20
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	0	1	3	0	0	2	1	1	4	0	1	1
GOVERNOR'S OFFICE	0	0	7	0	0	3	1	0	15	0	0	3
HUMAN RIGHTS	2	1	0	2	1	2	1	1	0	2	0	1
HUMAN SERVICES	75	93	182	62	111	193	58	95	188	148	125	221
INSPECTIONS AND APPEALS	10	2	23	6	2	10	4	5	12	12	6	19
INSURANCE	0	1	5	3	2	2	1	2	2	2	1	4
IOWA COMMUNICATIONS NTRK	3	1	3	6	1	5	2	0	3	3	0	3
IOWA DEPT OF AGING	0	1	0	0	0	1	0	0	1	0	1	1
IOWA PUBLIC TELEVISION	1	1	3	1	0	1	2	1	7	2	1	1
IPERS	2	1	3	1	2	1	1	3	3	1	1	1
JUSTICE **	1	1	18	3	0	5	4	1	10	6	0	8
LAW ENFORCEMENT ACADEMY	0	0	0	2	0	1	0	0	0	2	0	0
LOTTERY	1	0	0	1	0	3	3	0	1	4	0	1
MANAGEMENT	0	0	0	0	0	1	0	0	2	0	0	2
NATURAL RESOURCES	8	4	11	16	3	12	11	4	16	19	8	15
PAROLE	1	0	0	0	0	1	0	0	1	0	0	0
PROFESSIONAL LICENSING	0	0	0	0	0	0	1	0	0	*	*	*
PUBLIC DEFENSE	2	2	9	9	3	15	5	5	14	5	7	14
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	1	0	0	0	0	0	0	0
PUBLIC HEALTH	7	2	18	2	1	7	4	0	25	8	5	10
PUBLIC SAFETY	23	5	14	9	4	15	24	6	12	15	2	9
REVENUE	4	4	3	8	3	3	3	1	6	14	4	3
SECRETARY OF STATE	0	0	1	1	0	2	0	0	1	1	0	0
TRANSPORTATION	32	19	37	33	19	33	147	22	36	90	28	36
TREASURER	0	2	4	0	1	2	0	2	3	0	0	1
UTILITIES	0	0	1	1	0	2	1	1	2	1	0	2
VETERAN'S AFFAIRS	15	22	34	11	15	44	8	15	40	15	30	43
WORKFORCE DEVELOPMENT	13	7	11	13	8	13	12	5	19	27	8	25
GRAND TOTALS	257	233	516	256	235	521	354	226	576	488	300	595
AVERAGE AGE	60.96	43.96	38.62	61.68	43.28	39.02	62.19	42.82	39.17	61.64	42.98	39.29
AVERAGE LENGTH OF SERVICE	21.27	7.81	5.57	22.29	7.06	5.44	25.83	7.66	5.33	25.01	6.28	4.69

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Separations by Department (cont.)

DEPARTMENT	FY 09			FY 10			FY 11			FY 12		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	12	8	5	47	3	7	5	7	17	8	16	7
AGRICULTURE	12	1	4	53	6	6	1	5	6	7	0	7
ALCOHOLIC BEVERAGES	0	6	1	10	5	2	1	6	2	1	7	6
AUDITOR	2	0	5	4	0	4	0	3	0	1	2	13
BANKING *	2	1	2	2	1	2	3	0	2	2	0	2
BLIND	3	0	2	7	0	1	0	0	22	3	0	1
CIVIL RIGHTS	1	0	0	1	0	0	0	5	2	2	1	3
COLLEGE AID	2	0	1	4	0	2	0	0	2	1	1	0
CORRECTIONS	68	45	83	301	80	87	25	47	83	54	32	65
CREDIT UNION	0	0	2	0	0	0	1	0	0	0	0	3
CULTURAL AFFAIRS	2	1	2	7	2	1	0	2	1	4	3	5
ECONOMIC DEVELOPMENT	0	2	4	25	10	6	1	3	6	5	15	9
EDUCATION	15	2	17	86	4	14	8	3	14	16	5	15
ENERGY INDEPENDENCE	0	0	0	0	1	1	0	8	2	**	**	**
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	3	0	0	0	0	0	0	0	1
FINANCE AUTHORITY	5	3	3	6	0	0	1	1	4	1	1	4
GOVERNOR'S OFFICE	1	0	4	0	2	5	2	0	21	0	0	2
HUMAN RIGHTS	0	0	2	8	0	1	1	1	3	2	1	1
HUMAN SERVICES	152	88	180	723	90	152	43	125	185	72	111	163
INSPECTIONS AND APPEALS	7	3	9	65	5	5	7	15	12	11	5	11
INSURANCE	2	0	3	7	0	3	0	0	3	0	0	3
IOWA COMMUNICATIONS NTRWK	1	1	0	8	0	2	0	1	1	1	1	3
IOWA DEPT OF AGING	1	0	2	6	2	1	1	2	1	2	1	0
IOWA PUBLIC TELEVISION	1	0	0	7	0	1	2	1	0	1	1	1
IPERS	2	0	2	2	0	0	1	0	0	2	0	1
JUSTICE ***	2	0	7	24	3	13	2	2	11	1	0	8
LAW ENFORCEMENT ACADEMY	0	0	0	7	0	0	2	1	0	0	0	1
LOTTERY	5	0	0	22	1	3	0	2	1	2	1	1
MANAGEMENT	0	0	0	3	3	1	0	0	1	0	0	1
NATURAL RESOURCES	30	6	12	78	3	3	3	1	13	17	6	11
PAROLE	0	1	0	2	3	1	0	1	0	2	1	0
PUBLIC DEFENSE	15	5	10	33	2	25	4	2	17	6	1	15
PUBLIC EMPLOYMENT RELATIONS	1	0	0	3	0	0	0	0	0	0	0	0
PUBLIC HEALTH	9	2	6	37	1	11	4	5	18	10	4	21
PUBLIC SAFETY	16	5	7	45	3	6	12	6	15	13	7	16
REBUILD IOWA	**	**	**	0	0	0	0	6	4	**	**	**
REVENUE	10	6	5	74	0	6	0	4	8	11	5	7
SECRETARY OF STATE	1	0	0	4	1	3	0	5	1	1	0	4
TRANSPORTATION	96	22	28	423	23	23	19	25	47	51	17	35
TREASURER	0	0	0	1	1	2	0	0	0	0	0	1
UTILITIES	3	0	1	6	0	1	2	3	2	3	1	5
VETERAN'S AFFAIRS	0	1	1	1	0	1	1	0	0	0	0	1
VETERAN'S HOME	15	22	37	86	19	35	9	23	39	19	34	28
WORKFORCE DEVELOPMENT	27	2	9	124	9	14	10	14	26	28	78	24
GRAND TOTALS	521	233	456	2,355	283	451	171	335	592	360	358	505
AVERAGE AGE	61.91	43.44	38.98	61.14	44.10	38.50	60.19	43.15	37.84	60.46	43.00	38.21
AVERAGE LENGTH OF SERVICE	25.78	7.60	4.55	26.42	7.19	4.70	22.81	6.82	4.70	22.40	6.45	5.11

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

* Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

** Department not in existence at the time or no longer in existence.

*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Hire & Separation Rates by Department

DEPARTMENT	FT Employees FY '11	FT Employees FY '12	Hires	Transfer In	Retires	Terms	Quits	SLIP	Transfer Out	Hire Rate	Separation Rate
ADMINISTRATION SERVICES	357	344	20	6	2	16	7	6	5	7.42%	10.27%
AGRICULTURE	332	325	6	3	2	0	7	5	3	2.74%	5.18%
ALCOHOLIC BEVERAGES	68	75	23	0	1	7	6	0	3	32.17%	23.78%
AUDITOR	109	107	17	0	0	2	13	1	3	15.74%	17.59%
BANKING *	81	78	0	1	0	0	2	2	0	1.26%	5.03%
BLIND	87	88	3	0	1	0	1	2	0	3.43%	4.57%
CIVIL RIGHTS	21	26	5	4	1	1	3	1	2	38.30%	34.04%
COLLEGE AID	44	44	3	0	0	1	0	1	0	6.82%	4.55%
CORRECTIONS	2,794	2,718	74	8	22	32	65	32	13	2.98%	5.95%
CREDIT UNION	14	13	2	0	0	0	3	0	0	14.81%	22.22%
CULTURAL AFFAIRS	63	51	4	1	1	3	5	3	0	8.77%	21.05%
ECONOMIC DEVELOPMENT	127	123	11	1	2	15	9	3	5	9.60%	27.20%
EDUCATION	615	619	35	3	8	5	15	8	3	6.16%	6.32%
ENERGY INDEPENDENCE	19	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A	N/A
ETHICS/CAMPAIGN DISCLOSURE	5	5	0	1	0	0	1	0	0	20.00%	20.00%
FINANCE AUTHORITY	87	89	7	1	0	1	4	1	1	9.09%	7.95%
GOVERNOR'S OFFICE	33	33	4	1	0	0	2	0	1	15.15%	9.09%
HUMAN RIGHTS	46	44	5	0	0	1	1	2	1	11.11%	11.11%
HUMAN SERVICES	5,122	5,110	317	11	29	111	163	43	17	6.41%	7.10%
INSPECTIONS AND APPEALS	534	525	16	4	6	5	11	5	4	3.78%	5.85%
INSURANCE	94	95	2	0	0	0	3	0	1	2.12%	4.23%
IOWA COMMUNICATIONS NTRK	83	82	6	1	1	1	3	0	3	8.48%	9.70%
IOWA DEPT OF AGING	32	32	3	0	0	1	0	2	0	9.38%	9.38%
IOWA PUBLIC TELEVISION	99	96	0	0	0	1	1	1	0	0.00%	3.08%
IPERS	81	78	1	0	0	0	1	2	1	1.26%	5.03%
JUSTICE	238	243	11	1	0	0	8	1	0	4.99%	3.74%
LAW ENFORCEMENT ACADEMY	21	22	2	0	0	0	1	0	0	9.30%	4.65%
LOTTERY	102	108	7	3	1	1	1	1	0	9.52%	3.81%
MANAGEMENT	22	22	0	1	0	0	1	0	0	4.55%	4.55%
NATURAL RESOURCES	938	921	13	3	8	6	11	9	5	1.72%	4.20%
PAROLE	9	8	0	0	1	1	0	1	0	0.00%	35.29%
PUBLIC DEFENSE	433	445	28	5	2	1	15	4	1	7.52%	5.24%
PUBLIC EMPLOYMENT RELATIONS	8	9	2	0	0	0	0	0	1	23.53%	11.76%
PUBLIC HEALTH	421	409	22	4	2	4	21	8	2	6.27%	8.92%
PUBLIC SAFETY	938	911	5	8	9	7	16	4	2	1.41%	4.11%
REVENUE	306	289	13	1	3	5	7	8	3	4.71%	8.74%
SECRETARY OF STATE	31	28	1	1	0	0	4	1	1	6.78%	20.34%
TRANSPORTATION	2,840	2,777	40	**	14	17	35	37	**	N/A	N/A
TREASURER	28	28	1	0	0	0	1	0	0	3.57%	3.57%
UTILITIES	61	60	5	3	0	1	5	3	0	13.22%	14.88%
VETERAN'S AFFAIRS	13	12	0	0	0	0	1	0	0	0.00%	8.00%
VETERAN'S HOME	764	771	77	3	3	34	28	16	0	10.42%	10.55%
WORKFORCE DEVELOPMENT	889	745	5	4	15	78	24	13	10	1.10%	17.14%
GRAND TOTALS	19,009	18,608	796	83	134	358	505	226	91	4.67%	6.99%

Retires - Retirements

Terms - Involuntary Separations

Quits - Voluntary Separations

NOTE: Transfer In and Transfer Out indicate movement from one executive branch department to another only. Intra-agency transfers are not included.

NOTE: Rates determined by dividing by the average of FY '11 FT employee headcount and FY '12 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '12.

NOTE: Large rates for small department are misleading because they are a function of the small number of employees in that department. (ex: Governor's Office & Treasurer's Office).

* Banking division includes Professional Licensing as of FY08.

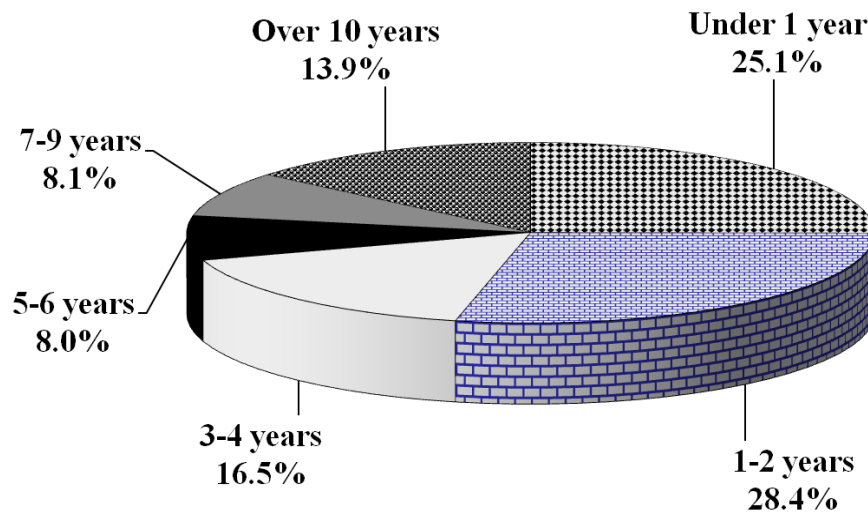
** Data not available.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

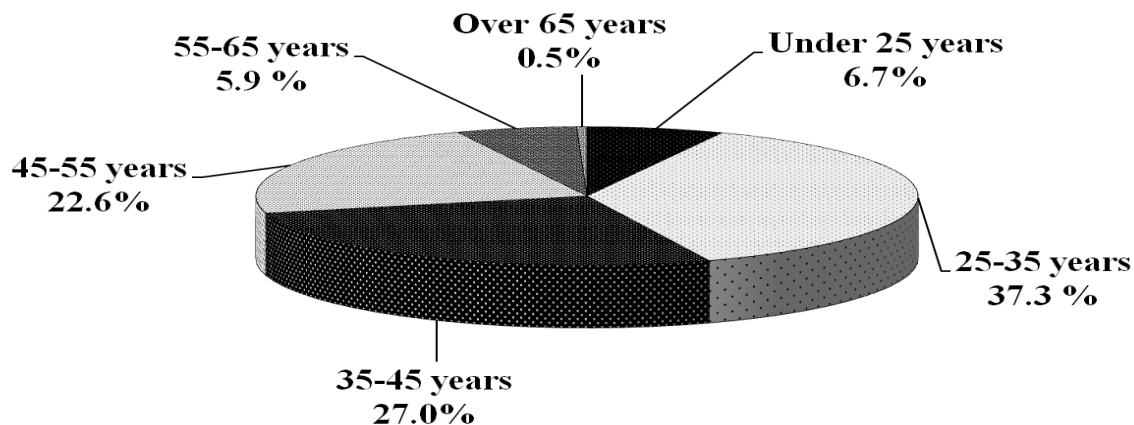
Voluntary Executive Branch Separations by Length of Service

(5 YEAR AVERAGE)



Voluntary Executive Branch Separations by Age Group

(5 YEAR AVERAGE)



NOTE: Voluntary Executive Branch separations include only individuals who have voluntarily left Executive Branch employment. Retirements and employees choosing the early out option are not included in voluntary separations. Also, percentages are rounded and may not sum to exactly 100%.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Separation Payouts by Department, Fiscal Year 2012

DEPARTMENT	Vacation Payout *	Sick Leave Payout
ADMINISTRATIVE SERVICES	\$269,814.23	\$16,000.00
AGRICULTURE	\$171,534.11	\$14,000.00
ALCOHOLIC BEVERAGES	\$33,631.04	\$2,000.00
AUDITOR	\$63,116.30	\$2,000.00
BANKING	\$16,986.69	\$4,000.00
BLIND	\$42,218.10	\$4,380.77
CIVIL RIGHTS	\$12,517.53	\$2,083.88
COLLEGE AID	\$25,246.13	\$2,000.00
CORRECTIONS	\$730,385.14	\$97,405.10
CREDIT UNION	\$13,746.40	\$0.00
CULTURAL AFFAIRS	\$96,095.27	\$14,000.00
ECONOMIC DEVELOPMENT	\$230,472.82	\$10,000.00
EDUCATION	\$288,293.04	\$28,881.97
ETHICS/CAMPAIGN DISCLOSURE	\$2,917.98	\$0.00
FINANCE AUTHORITY	\$99,031.06	\$2,000.00
GOVERNOR'S OFFICE	\$6,502.86	\$0.00
HUMAN RIGHTS	\$47,131.39	\$4,000.00
HUMAN SERVICES	\$1,620,030.72	\$123,434.00
INSPECTIONS AND APPEALS	\$179,098.55	\$19,143.10
INSURANCE	\$46,999.45	\$0.00
IOWA COMMUNICATIONS NTWK	\$19,231.75	\$437.87
IOWA DEPT OF AGING	\$36,107.92	\$4,093.11
IOWA PUBLIC TELEVISION	\$23,946.36	\$4,000.00
IPERS	\$55,931.67	\$4,000.00
JUSTICE	\$56,800.96	\$2,000.00
LAW ENFORCEMENT ACADEMY	\$9,267.07	\$0.00
LOTTERY	\$117,580.58	\$8,000.00
MANAGEMENT	\$7,732.79	\$0.00
NATURAL RESOURCES	\$337,089.83	\$26,273.82
PAROLE	\$2,905.75	\$2,252.23
PUBLIC DEFENSE	\$142,018.55	\$10,000.00
PUBLIC EMPLOYMENT RELATIONS	\$4,953.26	\$0.00
PUBLIC HEALTH	\$214,545.53	\$22,000.00
PUBLIC SAFETY	\$337,463.67	\$16,000.00
REVENUE	\$288,237.08	\$20,063.35
SECRETARY OF STATE	\$24,930.80	\$2,000.00
TRANSPORTATION	\$1,351,161.14	\$103,044.77
TREASURER	\$6,789.33	\$0.00
UTILITIES	\$62,067.50	\$6,000.00
VETERANS AFFAIRS	\$157.68	\$0.00
VETERANS HOME	\$303,603.57	\$38,243.10
WORKFORCE DEVELOPMENT	\$512,293.54	\$47,803.42
GRAND TOTALS	\$7,910,585.14	\$661,540.49

* Vacation Payout includes Terminal Leave Payout.

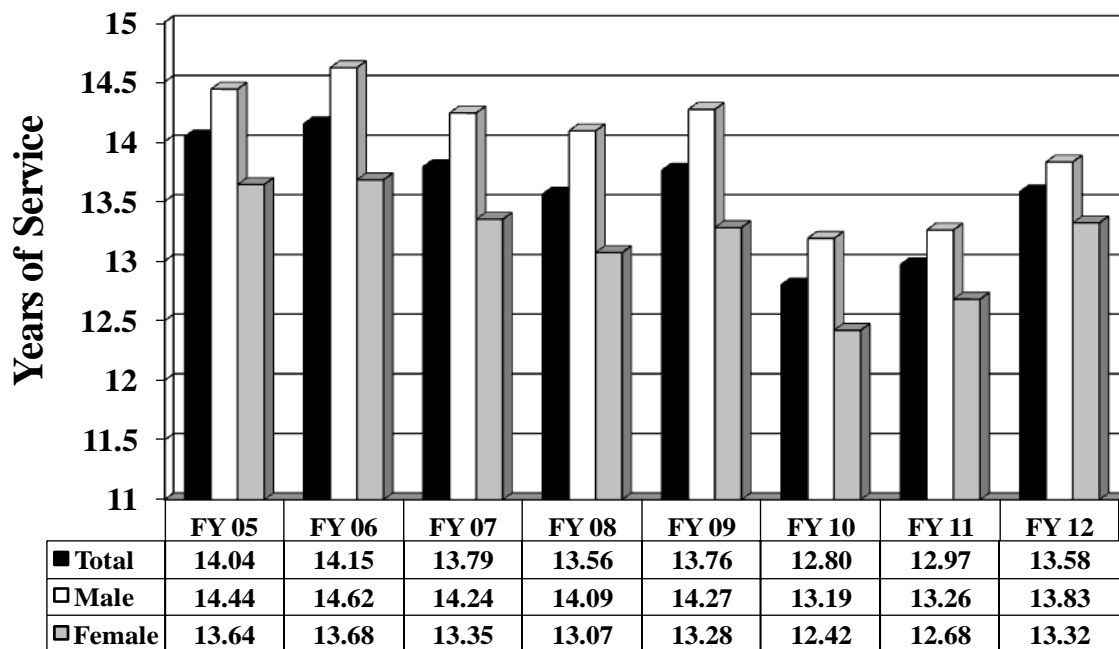
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE & Iowa Department of Transportation - HRIS: TMohning.

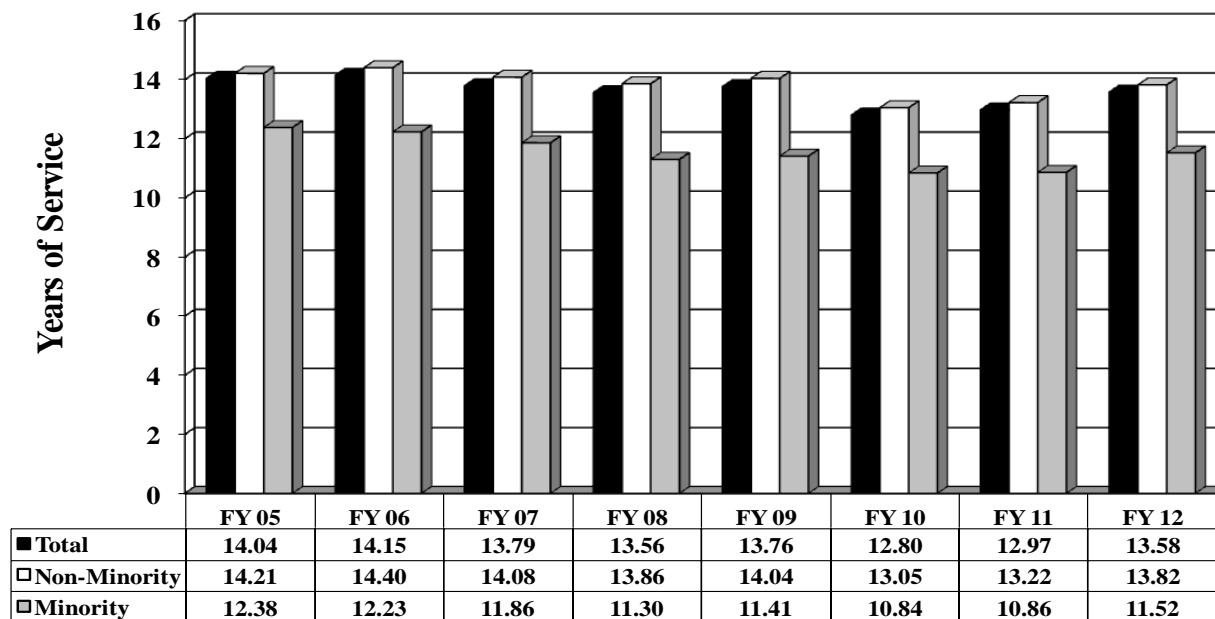
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- The average age of the 18,608 full-time employees working in the Executive Branch was 46.78 years and the average time worked for the State was 13.58 years.
- On average, males were 46.77 years old and had worked for the State for 13.83 years.
- On average, females were 46.78 years old and had worked for the State for 13.32 years.
- Racial/ethnic minorities were, on average, 45.10 years old and had worked for the State for 11.52 years.
- Non-minorities were, on average, 46.91 years old and had worked for the State for 13.82 years.
- Over 57.7% of the total workforce was over 45 years of age.
- Over 74.3% of supervisors were over 45 years of age.
- Of the 42 agencies reported on, 34, or 81.0% had an average age 45 or older and only two departments' average age was below 40.

Average Length of Service by Gender



Average Length of Service by Minority Status



NOTE: Minority status based on self-report during orientation process for new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Length of Service & Age by Department, Fiscal Year 2012

Department	Workforce	Ave LOS	Ave Age
ADMINISTRATIVE SERVICES	344	14.49	49.66
AGRICULTURE	325	15.70	50.27
ALCOHOLIC BEVERAGES	75	6.43	42.79
AUDITOR	107	9.47	36.19
BANKING	78	17.31	46.38
BLIND	88	15.62	52.04
CIVIL RIGHTS	26	11.22	45.84
COLLEGE AID	44	9.07	43.44
CORRECTIONS	2,718	12.94	45.96
CREDIT UNION	13	13.48	42.36
CULTURAL AFFAIRS	51	15.02	52.88
ECONOMIC DEVELOPMENT*	123	9.95	46.62
EDUCATION	619	11.94	49.16
ETHICS/CAMPAIGN DISCLOSURE	5	3.99	42.21
FINANCE AUTHORITY	89	10.16	47.40
GOVERNOR'S OFFICE	33	5.19	42.85
HUMAN RIGHTS	44	12.90	49.77
HUMAN SERVICES	5,110	13.13	45.87
INSPECTIONS AND APPEALS	525	12.38	48.72
INSURANCE	95	14.51	50.58
IOWA COMMUNICATIONS NTWK	82	12.79	47.70
IOWA DEPT OF AGING	32	8.24	47.21
IOWA PUBLIC TELEVISION	96	16.69	49.49
IPERS	78	15.36	48.69
JUSTICE	243	13.40	47.77
LAW ENFORCEMENT ACADEMY	22	11.88	53.39
LOTTERY	108	12.36	48.86
MANAGEMENT	22	18.72	51.58
NATURAL RESOURCES	921	14.70	45.32
PAROLE	8	15.92	47.13
PUBLIC DEFENSE	445	9.32	46.59
PUBLIC EMPLOYMENT RELATIONS	9	10.38	49.14
PUBLIC HEALTH	409	12.03	48.51
PUBLIC SAFETY	911	14.84	42.80
REVENUE	289	16.75	49.24
SECRETARY OF STATE	28	13.36	45.32
TRANSPORTATION	2,777	16.24	48.10
TREASURER	28	8.44	39.52
UTILITIES	60	16.50	54.59
VETERAN'S AFFAIRS	12	6.35	55.95
VETERAN'S HOME	771	11.59	45.33
WORKFORCE DEVELOPMENT	745	13.40	49.77
GRAND TOTALS	18,608	13.58	46.78

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

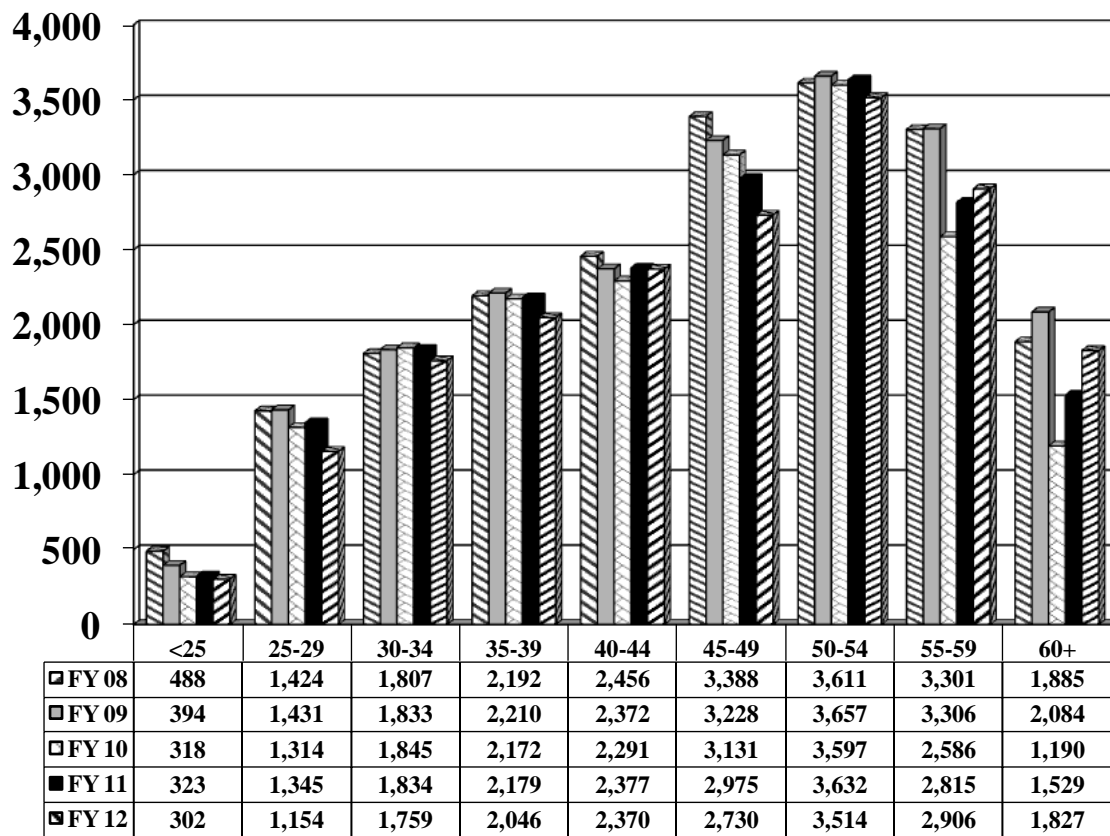
Age Groups by Department, Fiscal Year 2012

DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
ADMINISTRATIVE SERVICES	5	30	65	126	111	7
AGRICULTURE	3	26	59	128	103	6
ALCOHOLIC BEVERAGES	4	23	16	14	17	1
AUDITOR	32	29	12	21	13	0
BANKING	3	11	15	29	20	0
BLIND	1	5	16	24	39	3
CIVIL RIGHTS	0	7	4	9	5	1
COLLEGE AID	1	12	13	9	8	1
CORRECTIONS	31	436	719	980	519	33
CREDIT UNION	0	5	2	4	2	0
CULTURAL AFFAIRS	0	5	6	15	17	8
ECONOMIC DEVELOPMENT	2	25	26	37	27	6
EDUCATION	4	70	143	174	211	17
ETHICS/CAMPAIGN DISCLOSURE	0	1	2	1	1	0
FINANCE AUTHORITY	3	13	20	27	23	3
GOVERNOR'S OFFICE	1	14	3	6	6	3
HUMAN RIGHTS	1	2	9	21	7	4
HUMAN SERVICES	115	903	1,224	1,706	1,107	55
INSPECTIONS AND APPEALS	0	58	125	173	155	14
INSURANCE	3	9	10	37	29	7
IOWA COMMUNICATIONS NTWK	0	6	35	17	23	1
IOWA DEPT OF AGING	0	6	6	11	9	0
IOWA PUBLIC TELEVISION	0	11	20	29	34	2
IPERS	0	4	26	29	17	2
JUSTICE	1	42	56	63	74	7
LAW ENFORCEMENT ACADEMY	0	1	3	6	11	1
LOTTERY	1	9	21	43	34	0
MANAGEMENT	0	0	6	8	8	0
NATURAL RESOURCES	2	201	266	254	183	15
PAROLE	0	2	1	2	2	1
PUBLIC DEFENSE	4	91	92	130	110	18
PUBLIC EMPLOYMENT RELATIONS	0	1	2	3	3	0
PUBLIC HEALTH	4	53	95	114	127	16
PUBLIC SAFETY	18	204	307	272	100	10
REVENUE	4	39	44	96	100	6
SECRETARY OF STATE	1	5	8	7	6	1
TRANSPORTATION	18	319	612	1,097	697	34
TREASURER	3	8	9	3	4	1
UTILITIES	0	2	4	22	28	4
VETERANS AFFAIRS	0	0	2	3	5	2
VETERANS HOME	33	142	157	271	165	3
WORKFORCE DEVELOPMENT	4	83	155	223	250	30
GRAND TOTALS	302	2,913	4,416	6,244	4,410	323
PERCENTAGES	1.6%	15.3%	23.2%	32.8%	23.2%	1.7%

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employee Age Groups, Fiscal Year 2008 through Fiscal Year 2012



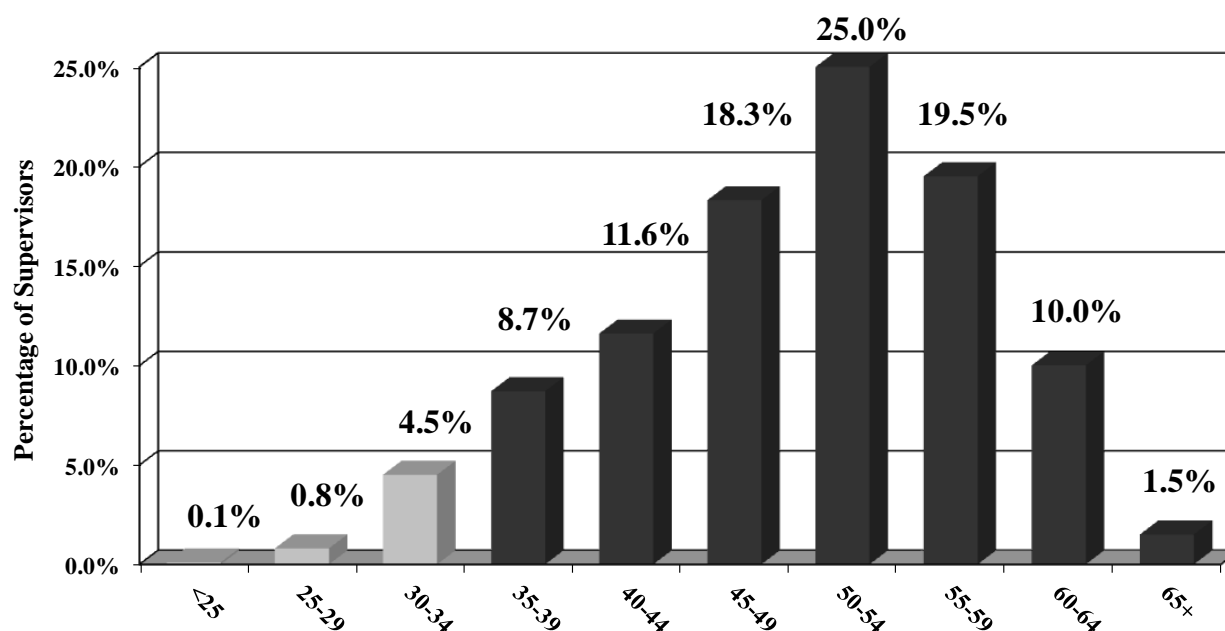
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Supervisors by Age Groups

Age Grp	FY 05		FY 06		FY 07		FY 08		FY 09		FY 10		FY 11		FY 12	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<25	0	0.0%	4	0.2%	1	0.1%	0	0.0%	0	0.0%	1	0.1%	2	0.1%	1	0.1%
25-29	20	1.1%	25	1.3%	26	1.4%	27	1.4%	28	1.4%	24	1.4%	15	0.9%	13	0.8%
30-34	67	3.7%	79	4.2%	88	4.6%	106	5.4%	84	4.3%	84	5.0%	72	4.3%	75	4.5%
35-39	114	6.3%	118	6.2%	138	7.3%	154	7.9%	172	8.8%	168	10.0%	157	9.4%	144	8.7%
40-44	254	14.0%	236	12.5%	247	13.0%	228	11.6%	231	11.8%	193	11.5%	198	11.9%	192	11.6%
45-49	368	20.3%	375	19.8%	363	19.1%	373	19.0%	350	17.9%	343	20.4%	304	18.2%	302	18.3%
50-54	487	26.9%	478	25.3%	466	24.6%	459	23.4%	457	23.3%	430	25.6%	444	26.6%	413	25.0%
55-59	381	21.0%	427	22.6%	410	21.6%	423	21.6%	431	22.0%	295	17.6%	305	18.3%	323	19.5%
60-64	105	5.8%	123	6.5%	132	7.0%	165	8.4%	175	8.9%	122	7.3%	153	9.2%	166	10.0%
65+	16	0.9%	26	1.4%	26	1.4%	25	1.3%	30	1.5%	19	1.1%	19	1.1%	25	1.5%
Totals	1,812	100.0%	1,891	100.0%	1,897	100.0%	1,960	100.0%	1,958	100.0%	1,679	100.0%	1,669	100.0%	1,654	100.0%

Supervisors by Age Groups, Fiscal Year 2012

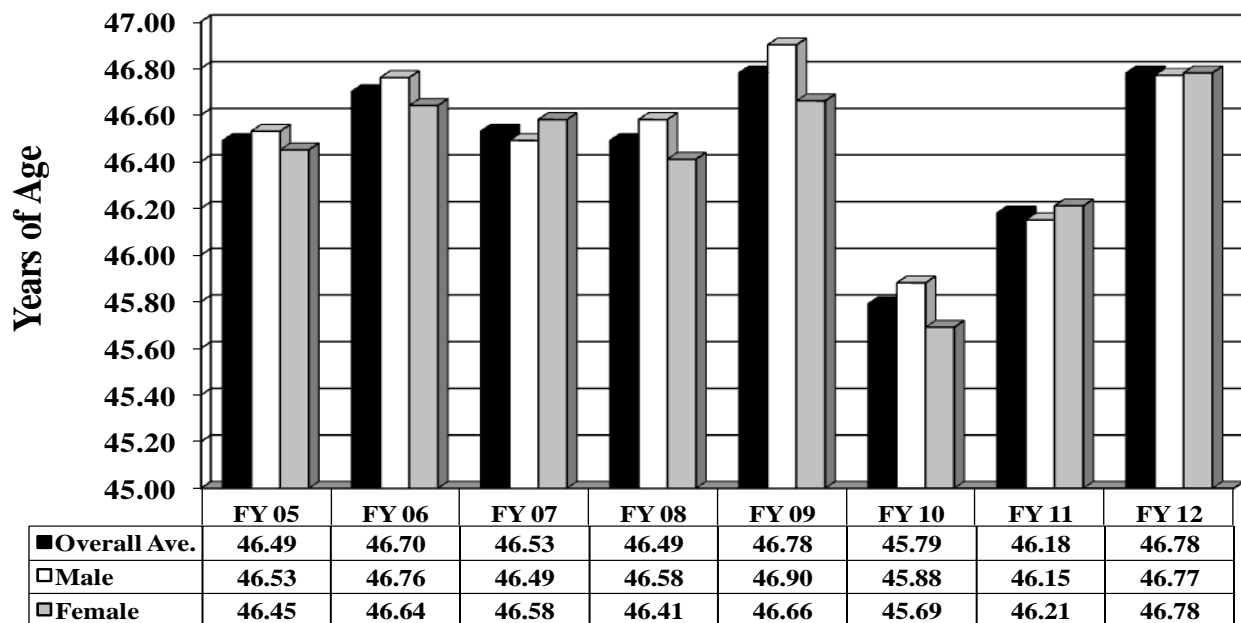


NOTE: Supervisors determined by identifying those designated as "Supervisory" under Bargaining Status in HRIS. Also, percentages are rounded and may not sum to exactly 100%.

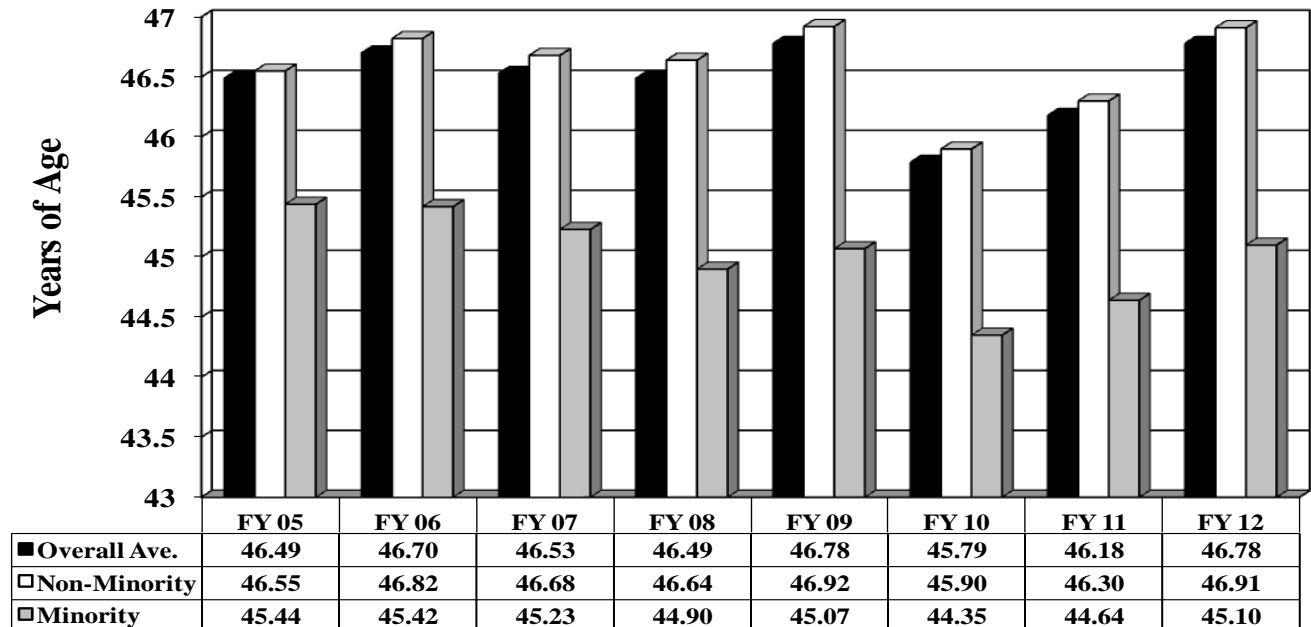
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Age by Gender



Average Age by Minority Status



NOTE: Minority status based on self-report during orientation of new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

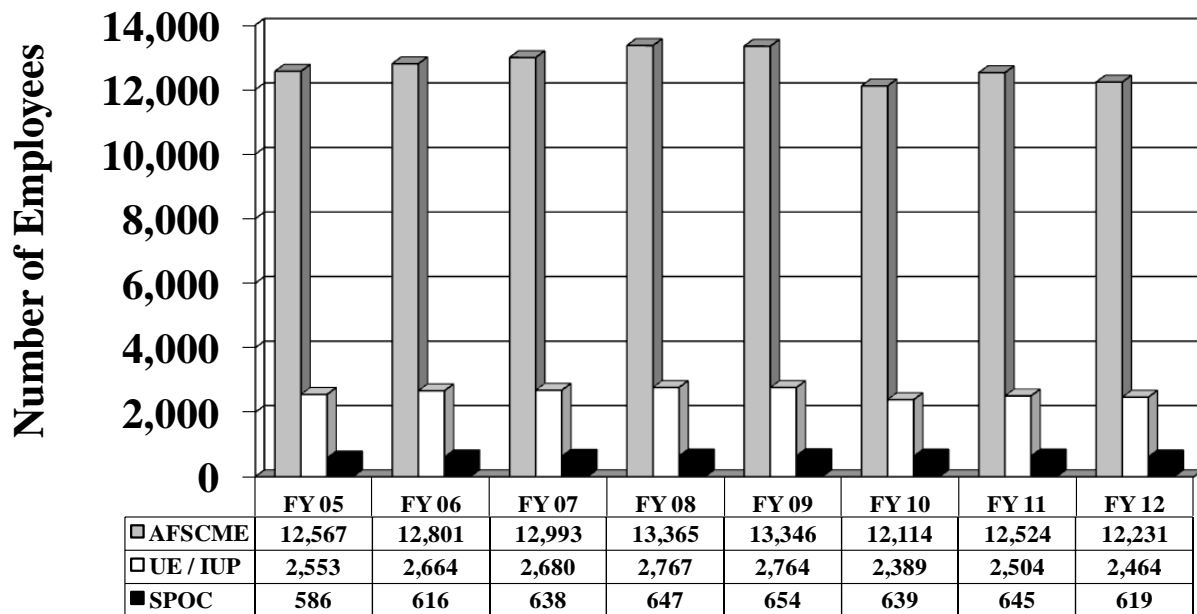
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

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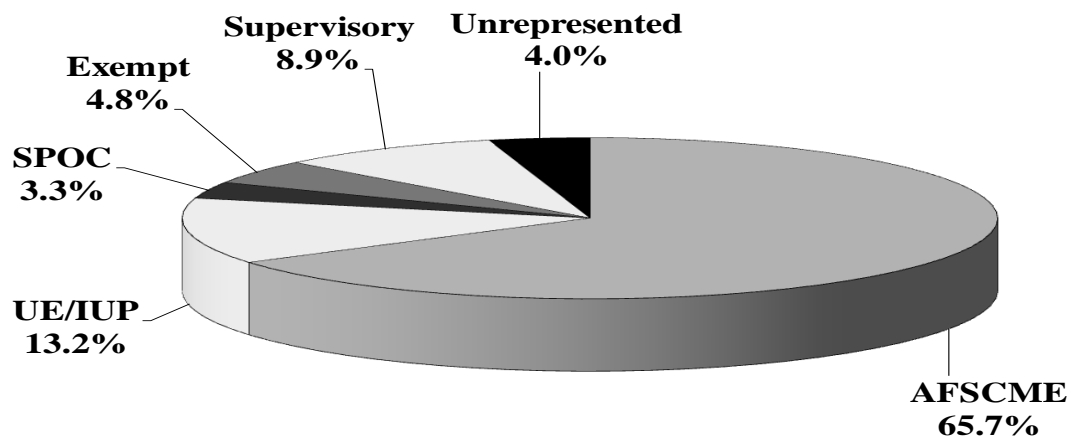
- Approximately 65.7% of the 18,608 full-time permanent Executive Branch employees were covered by American Federation of State, County, and Municipal Employees (AFSCME).
- The 12,231 employees covered by the AFSCME bargaining agreement earned an average annual salary of \$51,822.
- The 619 employees covered by the State Police Officers Council (SPOC) bargaining agreement earned an average annual salary of \$62,360.
- The 2,464 employees covered by the United Electrical/Iowa United Professionals (UE/IUP) bargaining agreement earned an average annual salary of \$56,743.
- The 3,294 Executive branch employees not covered by a bargaining agreement earned an average annual salary of \$77,861.
- Employees covered by the AFSCME bargaining agreement were, on average, 47.06 years old and had been employed in the Executive Branch for 13.16 years.
- Employees covered by the SPOC bargaining agreement were, on average, 39.54 years old and had been employed in the Executive Branch for 14.14 years.
- Employees covered by the UE/IUP bargaining agreement were, on average, 44.58 years old and had been employed in the Executive Branch for 13.01 years.

- 38% of the total retirements
- 78% of the total involuntary separations
- 64% of the total voluntary separations

Bargaining Unit Coverage



Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2012



AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining and, therefore, not covered by a collective bargaining agreement.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2012

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
AFSCME	356	3,627	1,230	1,998
IUP	0	1,682	782	0
SPOC	0	0	0	619
EXEMPT	128	566	49	0
SUPERVISORY	946	293	59	194
UNREPRESENTED	0	733	8	0
TOTALS	1,430	6,901	2,128	2,811
Bargaining Coverage	Category 5 Protective Service: Non- Sworn	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	0	1,617	1,519	1,884
IUP	0	0	0	0
SPOC	0	0	0	0
EXEMPT	0	138	0	11
SUPERVISORY	0	1	77	84
UNREPRESENTED	0	0	0	0
TOTALS	0	1,756	1,596	1,979

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units. Executive branch, full-time employees only.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories. By definition, elected officials are not included in EEO-4 Category groupings.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Collective Bargaining Coverage by Gender

Bargaining Coverage	FY 05		FY 06		FY 07		FY 08	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,129	6,438	6,300	6,501	6,418	6,575	6,636	6,729
IUP	1,763	790	1,864	800	1,906	774	1,994	773
SPOC	38	548	38	578	40	598	45	602
EXEMPT	624	339	624	379	638	365	676	384
SUPERVISORY	740	1,072	796	1,095	811	1,086	846	1,114
UNREPRESENTED	282	439	297	454	311	442	318	435
SUBTOTALS	9,576	9,626	9,919	9,807	10,124	9,840	10,515	10,037
GRAND TOTALS	19,202		19,726		19,964		20,552	
Bargaining Coverage	FY 09		FY 10		FY 11		FY 12	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,642	6,704	5,951	6,163	6,095	6,429	5,923	6,308
IUP	2,004	760	1,742	647	1,831	673	1,804	660
SPOC	49	605	47	592	45	600	42	577
EXEMPT	656	351	574	308	593	316	587	312
SUPERVISORY	860	1,098	722	957	718	951	715	939
UNREPRESENTED	331	455	316	425	321	437	329	412
SUBTOTALS	10,542	9,973	9,352	9,092	9,603	9,406	9,400	9,208
GRAND TOTALS	20,515		18,444		19,009		18,608	

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Collective Bargaining Coverage by Minority Status

Bargaining Coverage	FY 05			FY 06			FY 07			FY 08		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
AFSCME	11,773	653	141	11,884	681	236	11,979	716	298	12,289	792	284
IUP	2,390	141	22	2,488	156	20	2,494	164	22	2,561	176	30
SPOC	566	19	1	595	20	1	615	22	1	624	22	1
EXEMPT	909	35	19	949	39	15	950	41	12	995	49	16
SUPERVISORY	1,742	55	15	1,811	66	14	1,804	73	20	1,860	78	22
UNREPRESENTED	636	65	20	662	67	22	664	68	21	670	63	20
SUBTOTALS	18,016	968	218	18,389	1,029	308	18,506	1,084	374	18,999	1,180	373
GRAND TOTALS	19,202			19,726			19,964			20,552		
Bargaining Coverage	FY 09			FY 10			FY 11			FY 12		
	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond	Non-Minority	Minority	Declined to Respond
AFSCME	12,273	799	274	11,082	772	260	11,444	820	260	11,194	784	253
IUP	2,545	188	31	2,199	163	27	2,298	173	33	2,261	175	28
SPOC	632	22	0	620	19	0	625	19	1	600	18	1
EXEMPT	949	44	14	828	41	13	853	41	15	841	42	16
SUPERVISORY	1,850	81	27	1,580	74	25	1,561	73	35	1,547	72	35
UNREPRESENTED	704	61	21	660	63	18	679	61	18	659	63	19
SUBTOTALS	18,953	1,195	367	16,969	1,132	343	17,460	1,187	362	17,102	1,154	352
GRAND TOTALS	20,515			18,444			19,009			18,608		

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

Exempt - Exempt from collective bargaining.

Supervisory - Exempt from collective bargaining.

Unrepresented - Eligible for collective bargaining, but currently not organized.

NOTE: Minority Status based on self-report during orientation of new employees. Reporting not required.

-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Annual Base Salary by Collective Bargaining Coverage

Bargaining Coverage	FY 05		FY 06		FY 07		FY 08	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,567	\$42,730	12,801	\$43,709	12,993	\$44,532	13,365	\$46,027
IUP	2,553	\$44,591	2,664	\$45,918	2,680	\$48,126	2,767	\$49,518
SPOC	586	\$50,331	616	\$50,559	638	\$51,461	647	\$53,430
EXEMPT	963	\$56,977	1,003	\$57,749	1,003	\$59,951	1,060	\$62,104
SUPERVISORY	1,812	\$70,373	1,891	\$71,769	1,897	\$73,517	1,960	\$76,269
UNREPRESENTED	721	\$68,663	751	\$69,457	753	\$70,971	753	\$73,250
GRAND TOTALS	19,202	\$47,506	19,726	\$48,605	19,964	\$49,762	20,552	\$51,441
Bargaining Coverage	FY 09		FY 10		FY 11		FY 12	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	13,346	\$47,840	12,114	\$48,113	12,524	\$49,782	12,231	\$51,822
IUP	2,764	\$52,025	2,389	\$52,541	2,504	\$54,284	2,464	\$56,743
SPOC	654	\$55,335	639	\$56,177	645	\$58,515	619	\$62,360
EXEMPT	1,007	\$66,299	882	\$66,657	909	\$65,529	899	\$68,374
SUPERVISORY	1,958	\$79,028	1,679	\$79,925	1,669	\$79,570	1,654	\$82,718
UNREPRESENTED	786	\$76,386	741	\$76,952	758	\$75,772	741	\$78,528
GRAND TOTALS	20,515	\$53,619	18,444	\$53,907	19,009	\$55,076	18,608	\$57,434

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

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Supervisory - Exempt from collective bargaining.

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Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 05			FY 06			FY 07			FY 08		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	173	180	342	169	196	335	245	186	356	188	248	403
IUP	25	27	74	29	21	78	19	23	85	25	31	80
SPOC	12	1	3	10	1	5	12	1	2	7	2	5
EXEMPT	10	13	68	12	5	60	13	6	66	238	1	46
SUPERVISORY	35	15	28	25	9	29	54	8	40	19	11	26
UNREPRESENTED	14	4	23	11	3	14	11	2	27	11	7	35
TOTALS	269	240	538	256	235	521	354	226	576	488	300	595

Bargaining Coverage	FY 09			FY 10			FY 11			FY 12		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	190	181	315	1,096	196	308	45	252	376	136	281	325
IUP	26	21	57	209	40	58	11	37	57	10	22	57
SPOC	9	3	4	12	0	3	7	0	8	4	3	13
EXEMPT	246	7	29	809	21	36	77	19	72	182	20	47
SUPERVISORY	44	16	30	175	16	31	22	22	55	21	20	32
UNREPRESENTED	6	5	21	54	10	15	9	5	24	7	12	31
TOTALS	521	233	456	2,355	283	451	171	335	592	360	358	505

Retires - Retirements
 Terms - Involuntary Separations
 Quits - Voluntary Separations

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

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UE/IUP - Covered by a collective bargaining agreement made up of the Social Service and Science bargaining units.

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Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2012

Bargaining Coverage	Number of Staff	Avg. LOS	Avg Age
AFSCME			
Clerical	1,410	13.21	49.24
Technical	3,510	13.47	45.95
Blue Collar	2,098	12.79	48.33
Fiscal & Staff	2,391	14.34	48.36
Fiscal & Staff (Field Status)	271	13.16	50.58
Security	1,957	12.10	44.18
Patient Care	594	11.24	46.67
Totals	12,231	13.16	47.06
UE/IUP			
Social Services	1,336	12.49	44.08
Science	439	14.31	46.27
Social Services-IMW	689	13.19	44.46
Totals	2,464	13.01	44.58
SPOC			
Public Safety	619	14.14	39.54
NONCONTRACT			
Exempt	899	12.91	46.15
Supervisory	1,654	18.22	50.20
Unrepresented	741	12.30	48.54
Totals	3,294	15.44	48.72
GRAND TOTAL	18,608	13.58	46.78

AFSCME - Covered by a collective bargaining agreement made up of the Clerical, Technical, Blue Collar, Fiscal & Staff, Security, and Patient Care bargaining units.

SPOC - Covered by a collective bargaining agreement made up of the Public Safety bargaining unit.

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Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Departments

[illegible]

Administrative Services (005)

Agriculture -

Agriculture & Land Stewardship (009)

Agricultural Development (014)

Auditor (126)

Blind (131)

Civil Rights (167)

College Aid (284)

Commerce - Alcoholic Beverages (212)

Commerce - Banking

Banking (213)

Professional Licensing (217)

Commerce - Credit Union (214)

Commerce - Insurance (216)

Commerce - Utilities (219)

Corrections –

Central Office (238)

Training Academy (239)

Fort Madison (242)

Anamosa (243)

Oakdale (244)

Newton (245)

Mount Pleasant (246)

Rockwell City (247)

Clarinda (248)

Mitchellville (249)

Prison Industries (250)

Farm (251)

Fort Dodge (252)

Cultural Affairs (259)

Economic Development-

Economic Development (269)

Energy Independence (301)

Finance Authority (270)

Education -

Education (282)

Vocational Rehabilitation (283)

Ethics & Campaign Disclosure (167)

Governor's Office -

Governor's Office (350)

Office of Drug Control Policy (642)

Human Rights (379)

Human Services -

Central Office (401)

Community Services (402)

Iowa Juvenile Home (404) -Toledo
State Training School (405) -Eldora
Mental Health Services (406) – CCUSO, Cherokee
Mental Health Institution (407) –Cherokee
Mental Health Institution (408) -Clarinda
Mental Health Institution (409) -Independence
Mental Health Institution (410) -Mt. Pleasant
Resource Center (411) -Glenwood
Resource Center (412) -Woodward
Central Office (413)

Inspections & Appeals -

Central Office (427)
Appellate Defender (428)
Racing and Gaming (429)

Iowa Communications Network (336)
Iowa Department of Aging (297)
Iowa Public Television (285)

Justice -

Attorney General's Office (112)
Consumer Advocate (114)

Law Enforcement Academy (467)

Management (532)
Natural Resources (542)
Parole (547)
IPERS (553)

Public Defense -

Public Defense (582)
Emergency Management (583)

Public Employment Relations (572)
Public Health (588)
Public Safety (595)
Rebuild Iowa (601)
Revenue (625)
Lottery (627)
Secretary of State (635)
Transportation (645)
Treasurer (655)
Veteran's Affairs (670)
Veteran's Home (671)
Workforce Development (309)

NOTE: Numbers listed adjacent to agency listings correspond to codes used in the budgeting and human resource system to identify distinct departmental and sub-departmental units.