
Just the Facts

For Fiscal Year 2013

IOWA EXECUTIVE BRANCH WORKFORCE ALMANAC



State of Iowa
December 2013

[illegible]

Downloaded from <http://ajphaphysocpharm.com/> on November 10, 2015

Executive Branch Full-Time Employee Other Types Leave, Expenditures & Usage, Fiscal Year 2013_____	36
Chapter 5: Benefits_____	37
State Funded Insurance Premiums, Calendar Year 2013_____	38
Health Plan Provider Premium Comparisons_____	39
AFSCME Health Insurance Premium Shares Wellmark Blue Cross/Blue Shield Program 3 Plus_____	39
Health Plan Enrollments as of 07/01/13 _____	40
Health Plan Enrollments as of 07/01/13 _____	41
Dental Insurance Contributions _____	42
Unemployment Expenditures _____	43
Unemployment Claims by Department Fiscal Year 2013_____	44
Employee Assistance Program Data by Fiscal Year_____	45
Employee Assistance Program Use by Fiscal Year _____	46
Deferred Compensation Enrollments, Fiscal Year 2013 _____	47
Deferred Compensation Program, Total Amount Deferred_____	48
Chapter 6: Employee Mobility _____	49
Top 25 Most Populous Job Classes, Fiscal Year 2013 _____	50
Top 25 Classes by New Full-Time Hires, Fiscal Year 2013_____	51
Total New Full-Time Hires by Fiscal Year by Department _____	52
Total New Full-Time Hires by Fiscal Year _____	54
New Full-Time Hire Percentages by Department, Fiscal Year 2013 _____	55
Executive Branch Full-Time Employee New Hire Rate and Separation Rate_____	56
Separation Type _____	56
Top 25 Executive Branch Separations by Class, Fiscal Year 2013 _____	57
Executive Branch Separations by Department _____	58
Executive Branch Hire & Separation Rates by Department _____	60
Voluntary Executive Branch Separations by Length of Service _____	61
Voluntary Executive Branch Separations by Age Group _____	61
Separation Payouts by Department, Fiscal Year 2013_____	62
Chapter 7: Age and Years of Service _____	63
Average Length of Service by Gender_____	64
Average Length of Service by Minority Status _____	64
Average Length of Service & Age by Department, Fiscal Year 2013 _____	65
Age Groups by Department, Fiscal Year 2013_____	66

Executive Branch Full-Time Employee Age Groups, Fiscal Year 2009 through 2013_____	67
Supervisors by Age Groups, Fiscal Year 2006 through 2013 _____	68
Supervisors by Age Groups, Fiscal Year 2013_____	68
Average Age by Gender _____	69
Average Age by Minority Status_____	69
Chapter 8: Collective Bargaining _____	70
Bargaining Unit Coverage _____	71
Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2013 _____	71
Collective Bargaining Coverage by EEO-4 Category, Fiscal Year 2013_____	72
Collective Bargaining Coverage by Gender _____	73
Collective Bargaining Coverage by Minority Status _____	74
Average Annual Base Salary by Collective Bargaining Coverage _____	75
Separations by Collective Bargaining Coverage _____	76
Average Age & Length of Service by Collective Bargaining Coverage, Fiscal Year 2013 ____	77
Executive Branch Departments_____	78

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

[illegible]

While the Department of Administrative Services, Human Resource Enterprise (DAS/HRE) wants to present data in its purest form so readers can draw their own conclusions, we also have a responsibility to clarify anything that may be confusing or misleading. It is important to highlight workforce trends and explain their significance to the work of Iowa state government. The following chapter summaries are intended to do that.

Chapter 1: Employees

The State of Iowa consists of 42 agencies. Over half of the full-time workforce is found in the departments of Human Services (27%), Transportation (15%), and Corrections (15%). Over one-third of the Executive Branch workforce is in Polk County and over one-third of the full-time workforce is classified as Professional.

* This does not include the Fair Authority, Community-Based Corrections, and Regents employees.

Just the Facts 2013 November 2013 Iowa Department of Administrative Services, HRE 1

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 2013, 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 73,825.5 days of overtime in Fiscal Year 2013, valued at \$19,578,062.53. Of the 73,825.5 days of overtime worked, 80.7% of these days were worked in three departments: Human Services, Transportation, and Corrections. From FY 2000 to FY 2013, overtime has been reduced by 38.2% 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 2013, the average number of days per employee has dropped to 5.76 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 50.4% of the Executive Branch's workforce compared to 47.4% in the statewide labor force. Minorities make up 6.3% 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 3.9%.

Chapter 4: Leave

Employees earned 376,840.0 days of vacation with a value of \$88,371,936.64 and took 361,632.5 days of vacation valued at \$84,520,781.16. This is approximately 19.60 vacation days taken per full-time and part-time employee.

Employees used 162,509.5 days of regular sick leave, valued at \$34,755,634.43, during FY 2013. This is about 8.81 days per full-time and part-time employee. This was just over half of the total 288,381.5 days of total sick leave earned, valued at \$62,932,361.76.

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 15% 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 10% since FY 2004. 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 7.6% in FY 2006 to 4.6% in FY 2013. The Executive Branch turnover rate has increased from 5.2% in FY 2006 to 7.3% in FY 2013. 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 2012 were 37.1%. In contrast, state and local government turnover for the same period of time was 16.4%.

A five-year average shows that 51% 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 2018, it has been estimated that over 26% 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 essentially continued to age since the first "Just the Facts" in FY 2000. During the past five years, the number of employees in the 55-59 age group decreased 11.8%, while the number of employees in the 25-29 age group has decreased by 28.3%. By the end of FY 2013, the average age of the 18,183 full-time permanent employees working in the Executive Branch was 47.13 years and the average time worked for the State was 13.91 years. These figures are generally comparable when broken down by gender and racial/ethnic minority status. Over 59% of the workforce generally, and 72% of supervisors, are over 45 years of age.

Chapter 8: Collective Bargaining

The Executive Branch is primarily represented by three unions: the American Federation of State, County, and Municipal Employees, Iowa Council 61 (AFSCME); the State Police Officers Council (SPOC); and the United Electrical Local 893/Iowa United Professional (UE/IUP). These three unions collectively represent 14,909 employees, or 82.0% of the workforce. The majority, 65.4%, or 11,883 of the 18,183 full-time permanent Executive Branch employees are in positions covered by AFSCME; SPOC covers 3.3%, or 604 employees; and UE/IUP covers 13.3%, or 2,422 employees. Employees covered by the AFSCME collective bargaining agreement earn an average annual salary of \$53,789 (up 23.1% from FY 2006). Employees covered by the SPOC collective bargaining agreement earn an average annual salary of \$65,318 (up 29.2% from FY 2006). Employees covered by (UE/IUP) collective bargaining agreement earn an average annual salary of \$59,194 (up 28.9% from FY 2006).

Employees covered by the AFSCME collective bargaining agreement are, on average, 47.42 years old and have been employed in the Executive Branch for 13.50 years. Employees covered by the SPOC collective bargaining agreement are, on average, 40.14 years old and have been employed in the Executive Branch for 14.78 years. Employees covered by the UE/IUP collective bargaining agreement are, on average, 45.16 years old and have been employed in the Executive Branch for 13.57 years.

[illegible]

- At the end of Fiscal Year 2013, there were 18,183 full-time employees, 269 part-time employees, and 852 temporary employees working in the Executive Branch.
- With a net decrease of 425 full-time employees from last year's headcount of 18,608, the number of full-time employees represents a 2.3% decrease from last year, and a 7.8% decrease from Fiscal Year 2006.
- Three departments comprise 57.0% of all Executive Branch employees: Human Services (27.0%), Transportation (15.1%), and Corrections (14.9%).
- Just over 37% 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 2013.

Just the Facts 2013 November 2013 Iowa Department of Administrative Services, HRE

Executive Branch Full-Time Employees

DEPARTMENT	FY 06	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12	FY 13
ADMINISTRATIVE SERVICES	367	375	400	402	350	357	344	336
AGRICULTURE	385	382	392	385	323	332	325	323
ALCOHOLIC BEVERAGES	50	61	61	59	62	68	75	79
AUDITOR	107	106	110	102	102	109	107	106
BANKING *	64	64	81	80	80	81	78	76
BLIND	97	92	89	86	85	87	88	82
CIVIL RIGHTS	23	23	26	27	26	21	26	27
COLLEGE AID	41	46	50	55	45	44	44	35
CORRECTIONS	2,920	3,079	3,151	3,119	2,742	2,794	2,718	2,708
CREDIT UNION	15	13	17	14	14	14	13	13
CULTURAL AFFAIRS	70	71	75	70	59	63	51	52
ECONOMIC DEVELOPMENT	127	131	147	146	115	127	123	113
EDUCATION	596	573	612	637	563	615	619	607
ENERGY INDEPENDENCE	**	**	**	4	23	19	**	**
ETHICS/CAMPAIGN DISCLOSURE	6	5	6	6	3	5	5	5
FINANCE AUTHORITY	86	83	86	82	82	87	89	89
GOVERNOR'S OFFICE	40	39	49	46	44	33	33	30
HUMAN RIGHTS	55	52	56	54	48	46	44	44
HUMAN SERVICES	5,520	5,625	5,781	5,767	5,021	5,122	5,110	4,903
INSPECTIONS AND APPEALS	505	514	531	536	478	534	525	515
INSURANCE	87	88	88	92	88	94	95	93
IOWA COMMUNICATIONS NTWRK	80	84	81	86	77	83	82	78
IOWA DEPT OF AGING	32	32	37	36	31	32	32	33
IOWA PUBLIC TELEVISION	116	116	111	110	100	99	96	92
IPERS	86	82	79	77	78	81	78	77
JUSTICE ***	204	241	246	256	225	238	243	238
LAW ENFORCEMENT ACADEMY	27	27	26	25	20	21	22	22
LOTTERY	112	111	110	109	86	102	108	107
MANAGEMENT	28	30	32	31	22	22	22	22
NATURAL RESOURCES	928	945	974	948	896	938	921	910
PAROLE	10	11	11	12	8	9	8	8
PROFESSIONAL LICENSING	12	14	*	*	*	*	*	*
PUBLIC DEFENSE	361	354	362	379	384	433	445	419
PUBLIC EMPLOYMENT RELATIONS	9	9	11	10	7	8	9	10
PUBLIC HEALTH	410	407	432	445	416	421	409	409
PUBLIC SAFETY	948	953	990	994	943	938	911	885
REBUILD IOWA	**	**	**	**	12	**	**	**
REVENUE	373	362	385	376	299	306	289	281
SECRETARY OF STATE	40	36	38	37	30	31	28	24
TRANSPORTATION	3,112	3,045	3,063	3,032	2,747	2,840	2,777	2,737
TREASURER	23	24	23	25	25	28	28	26
UTILITIES	89	67	68	66	64	61	60	60
VETERAN'S AFFAIRS ****	799	813	860	15	13	13	12	12
VETERAN'S HOME	****	****	****	857	763	764	771	773
WORKFORCE DEVELOPMENT	766	779	805	820	845	889	745	724
GRAND TOTALS	19,726	19,964	20,552	20,515	18,444	19,009	18,608	18,183

* 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.

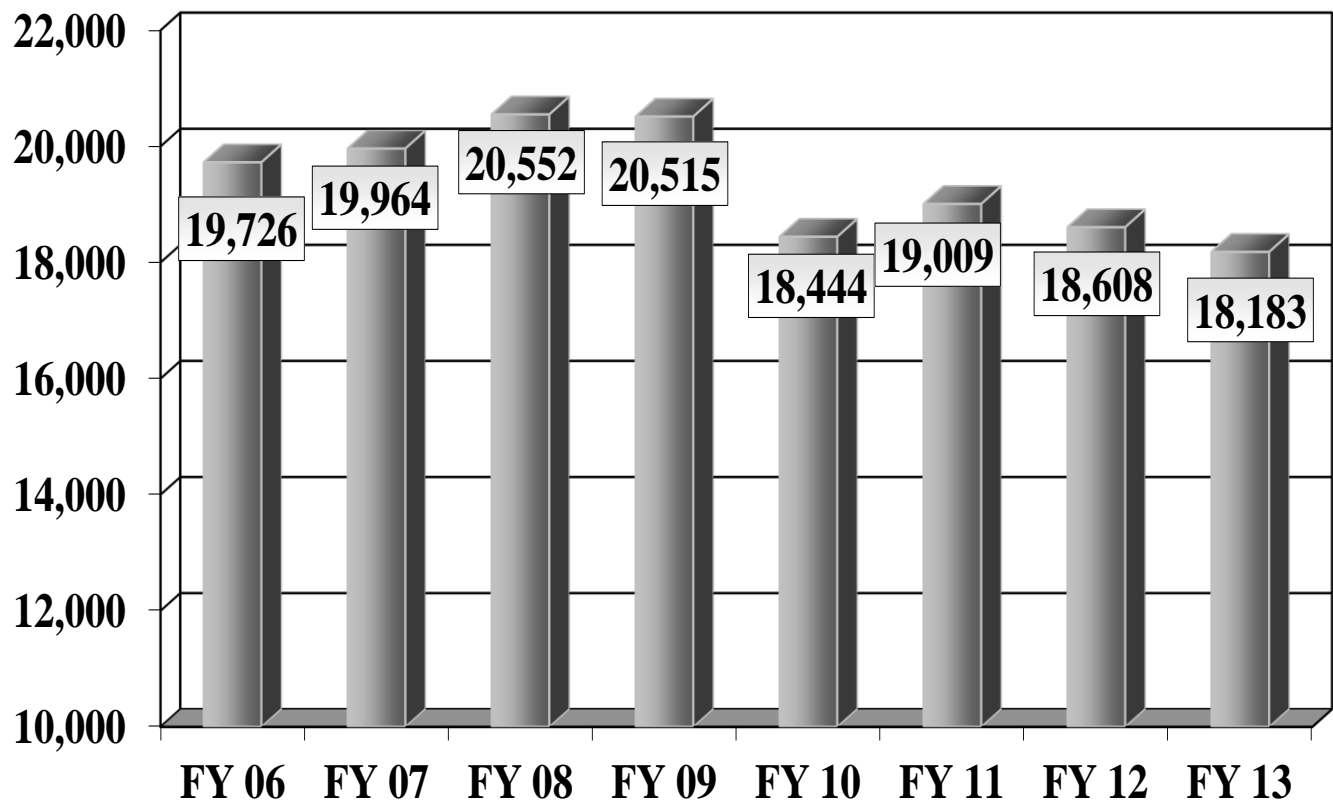
*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities.

**** 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

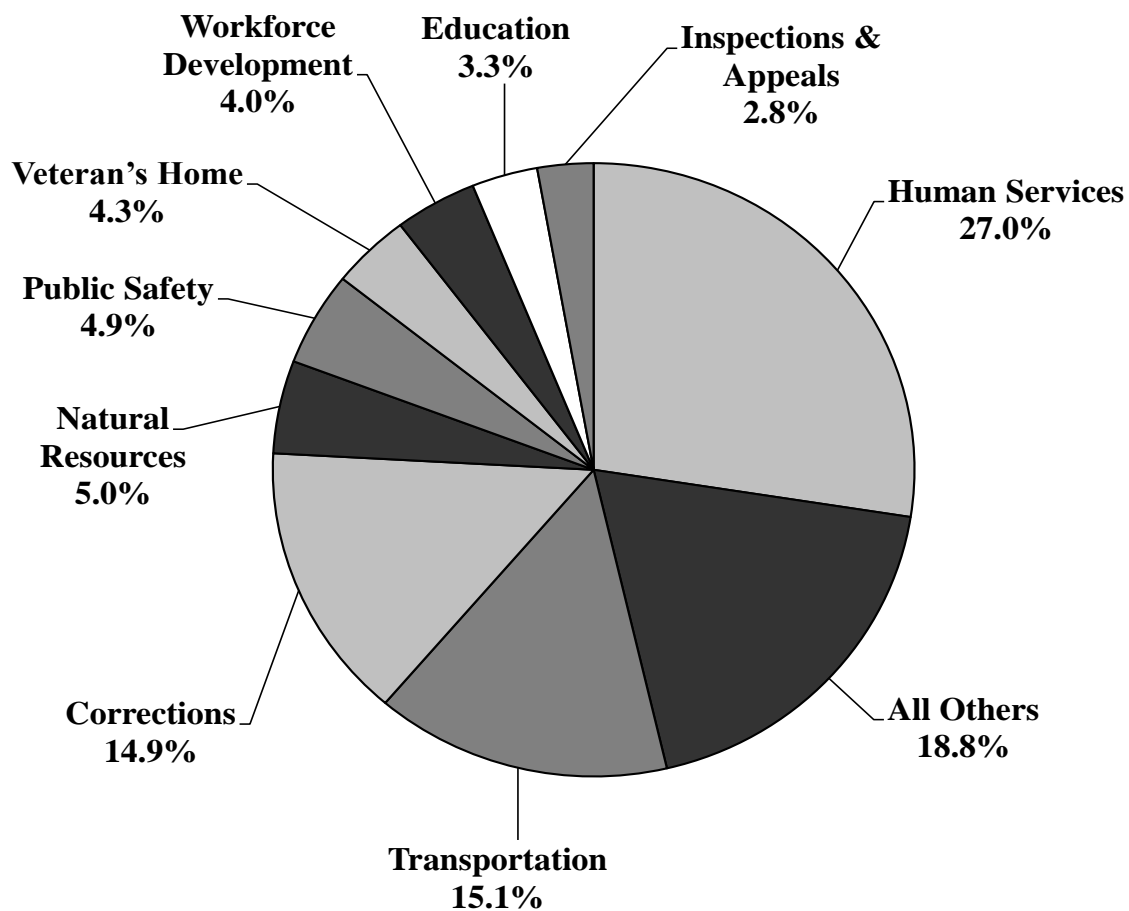
Executive Branch Full-Time Employees by Fiscal Year



-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 Department, Fiscal Year 2013



-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	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13
COUNTY #0	6	5	4	3	3	4	4	2
ADAIR	29	29	28	26	26	25	25	23
ADAMS	8	7	8	6	7	8	8	8
ALLAMAKEE	32	28	32	32	26	30	29	29
APPANOOSE	40	41	41	41	32	27	24	24
AUDUBON	7	8	8	7	8	8	8	9
BENTON	41	43	37	38	32	44	41	35
BLACK HAWK	407	415	425	424	370	378	370	356
BOONE	748	766	780	800	751	749	743	667
BREMER	30	30	30	31	30	24	23	23
BUCHANAN	318	315	318	310	258	265	258	254
BUENA VISTA	52	53	53	52	48	52	47	44
BUTLER	30	31	31	29	27	29	28	25
CALHOUN	122	119	124	123	111	115	111	110
CARROLL	70	67	69	66	60	64	59	56
CASS	91	93	90	94	83	87	82	81
CEDAR	19	20	20	20	20	20	20	19
CERRO GORDO	228	225	228	220	192	215	212	210
CHEROKEE	342	340	348	344	275	266	285	281
CHICKASAW	33	33	33	33	30	30	28	27
CLARKE	59	58	61	64	74	80	75	76
CLAY	98	87	92	92	97	95	89	90
CLAYTON	32	33	36	40	38	42	41	40
CLINTON	89	88	89	93	83	94	81	79
CRAWFORD	50	49	54	53	58	56	48	48
DALLAS	51	48	49	47	40	55	55	55
DAVIS	13	10	9	10	10	9	8	8
DECATUR	29	29	29	29	27	17	17	17
DELAWARE	78	77	77	75	72	61	63	62
DES MOINES CTY	102	110	107	113	107	102	102	110
DICKINSON	46	45	50	46	42	50	49	48
DUBUQUE	192	190	199	204	183	179	180	173
EMMET	18	16	17	14	14	16	16	15
FAYETTE	65	65	66	60	56	54	50	49
FLOYD	37	37	41	38	37	33	34	33
FRANKLIN	17	17	17	15	15	16	16	16
FREMONT	18	21	19	18	19	19	19	18
GREENE	23	23	22	25	22	23	21	22
GRUNDY	11	12	12	12	9	13	13	13
GUTHRIE	19	18	20	22	20	20	18	19
HAMILTON	31	30	31	29	27	30	27	31
HANCOCK	24	25	25	24	25	26	27	24
HARDIN	223	221	225	214	184	176	174	169
HARRISON	31	30	32	32	30	34	34	33
HENRY	476	482	490	492	429	453	440	429
HOWARD	1	0	2	2	2	3	3	3
HUMBOLDT	6	5	5	4	4	3	3	3
IDA	9	10	10	10	9	9	9	9
IOWA	23	24	25	25	20	18	18	20
JACKSON	43	40	39	39	34	29	28	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	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13
JASPER	384	393	400	394	341	348	319	325
JEFFERSON	79	78	79	77	68	73	74	70
JOHNSON	499	673	744	749	690	697	675	666
JONES	400	395	395	396	333	357	358	343
KEOKUK	19	20	19	18	15	13	13	13
KOSSUTH	29	27	28	26	21	18	16	15
LEE	617	618	622	619	527	538	501	498
LINN	419	430	441	438	385	412	408	412
LOUISA	11	11	11	9	8	9	9	8
LUCAS	56	52	52	53	47	48	48	46
LYON	15	16	15	15	15	16	15	14
MADISON	10	10	10	10	9	2	4	5
MAHASKA	43	44	44	40	35	42	38	38
MARION	44	39	41	40	32	22	23	22
MARSHALL	901	916	955	967	863	869	875	872
MILLS	931	945	953	955	886	886	883	826
MITCHELL	11	10	9	10	7	7	7	7
MONONA	25	26	25	22	21	22	22	21
MONROE	13	15	15	14	12	8	8	8
MONTGOMERY	23	23	27	25	19	23	22	24
MUSCATINE	86	85	89	86	80	80	73	65
O'BRIEN	28	13	13	13	11	16	17	16
OSCEOLA	3	16	17	16	18	18	18	18
PAGE	425	425	416	412	352	357	347	345
PALO ALTO	10	17	16	21	23	20	20	20
PLYMOUTH	34	33	34	34	32	25	24	25
POCAHONTAS	10	11	12	12	11	11	11	9
POLK	6,638	6,652	6,938	6,904	6,313	6,601	6,483	6,316
POTTAWATTAMIE	345	351	381	403	384	412	403	398
POWESHIEK	30	29	27	27	23	17	16	16
RINGGOLD	12	12	12	14	14	15	15	14
SAC	21	20	20	18	17	18	18	16
SCOTT	344	352	349	351	326	338	332	330
SHELBY	8	8	8	8	6	6	4	4
SIOUX	29	28	29	28	24	34	29	28
STORY	1,118	1,086	1,116	1,115	1,005	1,063	1,025	1,007
TAMA	141	144	148	142	123	116	124	121
TAYLOR	9	7	6	6	5	2	2	3
UNION	67	61	63	62	54	59	59	58
VAN BUREN	10	15	16	16	12	13	13	13
WAPELLO	143	142	140	145	104	123	121	119
WARREN	42	42	35	53	51	59	57	61
WASHINGTON	56	59	59	63	60	53	52	53
WAYNE	5	5	5	5	5	5	5	5
WEBSTER	504	506	514	493	409	423	417	424
WINNEBAGO	13	13	14	14	11	6	6	5
WINNESHIEK	60	65	69	70	59	57	56	58
WOODBURY	406	422	425	424	368	362	347	347
WORTH	12	13	15	20	14	21	19	19
WRIGHT	21	23	24	23	20	14	14	14
TOTALS	19,726	19,964	20,552	20,515	18,444	19,009	18,608	18,183

-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 2013



-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 2013

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	52	159	19	0	0	18	32	56
AGRICULTURE	26	95	115	0	0	86	0	0
ALCOHOLIC BEVERAGES	6	21	2	0	0	6	1	43
AUDITOR	8	94	0	0	0	3	0	0
BANKING	14	58	0	0	0	4	0	0
BLIND	5	49	2	0	0	18	7	1
CIVIL RIGHTS	3	20	0	0	0	4	0	0
COLLEGE AID	5	29	0	0	0	1	0	0
CORRECTIONS	139	455	84	1,613	0	124	156	137
CREDIT UNION	3	9	0	0	0	1	0	0
CULTURAL AFFAIRS	7	38	1	0	0	4	1	1
ECONOMIC DEVELOPMENT	18	82	1	0	0	4	0	8
EDUCATION	34	364	117	0	0	90	2	0
ETHICS/CAMPAIGN DISCLOSURE	1	4	0	0	0	0	0	0
FINANCE AUTHORITY	27	58	0	0	0	4	0	0
GOVERNOR'S OFFICE	15	11	0	0	0	0	0	2
HUMAN RIGHTS	12	30	0	0	0	2	0	0
HUMAN SERVICES	297	1,749	847	221	0	501	110	1,178
INSPECTIONS AND APPEALS	33	419	5	0	0	58	0	0
INSURANCE	22	58	0	3	0	10	0	0
IOWA COMMUNICATIONS NTWK	11	53	10	0	0	2	2	0
IOWA DEPT OF AGING	12	16	2	0	0	3	0	0
IOWA PUBLIC TELEVISION	13	42	34	0	0	3	0	0
IPERS	10	57	2	0	0	8	0	0
JUSTICE	23	177	1	0	0	36	0	0
LAW ENFORCEMENT ACADEMY	2	12	0	1	0	7	0	0
LOTTERY	20	63	6	0	0	15	0	3
MANAGEMENT	1	20	0	0	0	1	0	0
NATURAL RESOURCES	90	517	150	110	0	38	4	1
PAROLE	2	5	0	0	0	1	0	0
PUBLIC DEFENSE	32	173	9	105	0	12	63	25
PUBLIC EMPLOYMENT RELATIONS	3	5	0	0	0	2	0	0
PUBLIC HEALTH	92	245	12	1	0	59	0	0
PUBLIC SAFETY	46	103	35	593	0	102	6	0
REVENUE	46	192	3	0	0	39	0	1
SECRETARY OF STATE	8	8	0	0	0	7	0	0
TRANSPORTATION	181	531	472	114	0	264	1,154	21
TREASURER	6	16	1	0	0	2	0	0
UTILITIES	12	42	1	0	0	5	0	0
VETERAN'S AFFAIRS	2	6	0	0	0	2	2	0
VETERAN'S HOME	17	187	101	6	0	38	23	401
WORKFORCE DEVELOPMENT	66	526	38	0	0	92	0	2
GRAND TOTALS	1,422	6,798	2,070	2,767	0	1,676	1,563	1,880

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

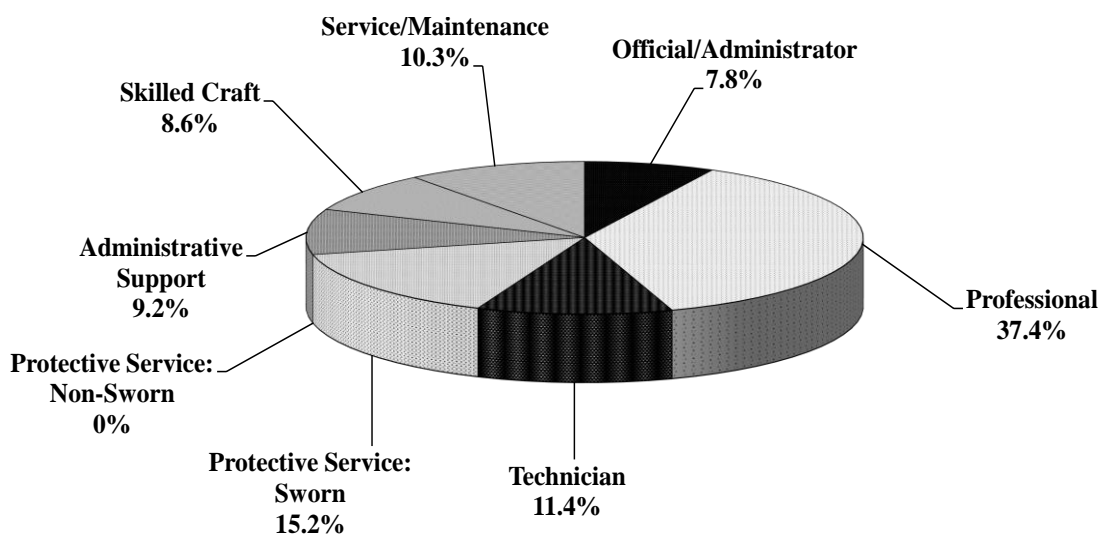
NOTE: EEO-4 Category - The Equal Employment Opportunity occupational category to which a given job class is assigned. There are eight distinct categories (please refer to page 22-23 for definitions of these categories).

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 2013



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	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13
ADMINISTRATIVE SERVICES	6	3	8	10	7	7	4	3
AGRICULTURE	1	1	1	1	9	6	7	6
ALCOHOLIC BEVERAGES	0	0	0	0	0	0	0	0
AUDITOR	1	1	0	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	1	1	1	1	1	1	1	1
COLLEGE AID	0	0	2	2	1	0	0	0
CORRECTIONS	13	13	12	9	7	7	8	6
CREDIT UNION	0	0	0	0	0	0	1	1
CULTURAL AFFAIRS	3	6	5	4	4	4	1	1
ECONOMIC DEVELOPMENT	1	1	1	1	0	0	0	0
EDUCATION	33	36	42	37	37	36	37	33
ENERGY INDEPENDENCE	**	**	**	0	0	0	**	**
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	0	0	2	2	2	1	2	2
GOVERNOR'S OFFICE	0	0	0	0	1	0	0	0
HUMAN RIGHTS	1	1	0	0	0	0	1	1
HUMAN SERVICES	38	37	37	31	21	16	19	11
INSPECTIONS AND APPEALS	33	36	38	35	33	30	33	28
INSURANCE	4	4	4	3	1	2	2	2
IOWA COMMUNICATIONS NTWRK	0	0	0	0	0	0	0	0
IOWA DEPT OF AGING	0	1	1	1	0	0	0	0
IOWA PUBLIC TELEVISION	2	3	2	0	0	0	0	0
IPERS	2	2	2	2	2	0	0	0
JUSTICE ***	4	4	4	4	4	3	3	2
LAW ENFORCEMENT ACADEMY	0	0	0	0	1	1	1	0
LOTTERY	3	3	3	2	4	3	3	3
MANAGEMENT	0	0	0	0	0	0	0	0
NATURAL RESOURCES	6	6	6	4	1	2	1	2
PAROLE	4	4	3	3	1	2	3	3
PROFESSIONAL LICENSING	0	0	*	*	*	*	*	*
PUBLIC DEFENSE	2	3	1	1	1	1	5	4
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	5	6	6	9	10	9	9	10
PUBLIC SAFETY	1	2	2	1	2	3	4	4
REBUILD IOWA	**	**	**	**	0	**	**	**
REVENUE	2	2	2	2	1	0	0	0
SECRETARY OF STATE	0	0	0	0	0	0	0	0
TRANSPORTATION	17	19	16	16	14	13	12	11
TREASURER	1	1	1	1	1	1	1	1
UTILITIES	4	3	3	3	3	3	3	2
VETERAN'S AFFAIRS ****	111	113	116	0	0	0	0	0
VETERAN'S HOME	****	****	****	123	101	91	119	128
WORKFORCE DEVELOPMENT	8	7	7	7	6	5	2	3
GRAND TOTALS	308	320	329	316	277	248	283	269

* 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	FY06	FY07	FY08	FY09	FY10	FY11	FY12	FY13
ADMINISTRATIVE SERVICES	4	7	7	11	2	2	3	2
AGRICULTURE	27	25	32	23	13	15	11	10
ALCOHOLIC BEVERAGES	0	4	4	1	2	1	2	0
AUDITOR	0	1	0	0	0	2	0	1
BANKING *	0	1	1	1	0	0	0	0
BLIND	14	19	11	5	1	0	0	0
CIVIL RIGHTS	1	9	19	18	9	11	1	3
COLLEGE AID	1	1	1	0	1	0	1	1
CORRECTIONS	61	63	73	65	58	50	51	60
CREDIT UNION	0	0	0	0	0	0	0	0
CULTURAL AFFAIRS	26	41	32	28	19	18	11	14
ECONOMIC DEVELOPMENT	1	1	9	11	12	10	10	9
EDUCATION	5	8	15	15	6	7	6	5
ENERGY INDEPENDENCE	**	**	**	0	0	0	**	**
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	1	0
FINANCE AUTHORITY	0	0	0	0	0	0	0	0
GOVERNOR'S OFFICE	1	3	2	3	3	0	1	0
HUMAN RIGHTS	0	1	10	1	2	1	0	0
HUMAN SERVICES	136	128	150	140	113	80	80	60
INSPECTIONS AND APPEALS	31	34	30	30	27	22	20	6
INSURANCE	4	6	4	7	8	8	9	8
IOWA COMMUNICATIONS NTRWK	1	0	0	0	0	0	0	1
IOWA DEPT OF AGING	1	1	2	1	0	0	0	0
IOWA PUBLIC TELEVISION	35	38	39	27	37	32	24	27
IPERS	1	1	0	1	1	1	1	1
JUSTICE ***	6	7	11	5	6	4	3	1
LAW ENFORCEMENT ACADEMY	4	4	4	7	4	3	2	2
LOTTERY	3	1	1	1	1	1	4	3
MANAGEMENT	0	0	1	2	1	0	0	0
NATURAL RESOURCES	354	400	445	286	309	186	309	320
PAROLE	2	4	1	1	1	0	0	1
PROFESSIONAL LICENSING	0	0	*	*	*	*	*	*
PUBLIC DEFENSE	23	29	21	22	25	32	14	10
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0	0	0
PUBLIC HEALTH	68	62	60	56	58	59	51	46
PUBLIC SAFETY	28	27	31	25	23	27	26	25
REBUILD IOWA	**	**	**	**	0	**	**	**
REVENUE	35	42	40	31	30	28	25	30
SECRETARY OF STATE	5	1	1	2	0	1	0	3
TRANSPORTATION	81	106	105	135	140	78	35	152
TREASURER	2	0	1	3	1	0	1	0
UTILITIES	0	0	0	0	0	0	0	0
VETERAN'S AFFAIRS ****	98	102	69	0	0	0	2	1
VETERAN'S HOME	****	****	****	53	31	22	42	50
WORKFORCE DEVELOPMENT	23	6	15	34	4	2	1	0
GRAND TOTALS	1,082	1,183	1,247	1,051	948	703	747	852

* 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

[illegible][illegible][illegible][illegible][illegible][illegible][illegible][illegible]

Executive Branch Bonus Pay Expenditures by Department, Fiscal Year 2013

DEPARTMENT	Reassignment		Recruitment		Retention		Performance	
	Count	Cost	Count	Cost	Count	Cost	Count	Cost
ADMINISTRATIVE SERVICES	1	\$4,118.40	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 NTWK	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	\$4,118.40	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 06	FY 07	FY 08	FY 09	FY 10	FY 11	FY 12	FY 13
ADMINISTRATIVE SERVICES	\$57,743	\$58,841	\$60,169	\$62,155	\$63,140	\$64,392	\$67,219	\$70,058
AGRICULTURE	\$45,630	\$46,820	\$48,029	\$50,502	\$51,620	\$53,073	\$55,387	\$56,816
ALCOHOLIC BEVERAGES	\$45,069	\$41,517	\$45,154	\$47,548	\$43,190	\$44,739	\$44,508	\$48,376
AUDITOR	\$54,291	\$54,838	\$57,155	\$60,936	\$59,633	\$58,202	\$60,125	\$62,350
BANKING ***	\$71,871	\$77,197	\$77,236	\$82,758	\$84,560	\$82,074	\$85,141	\$88,622
BLIND	\$47,031	\$48,874	\$51,403	\$53,368	\$52,635	\$51,855	\$54,325	\$55,156
CIVIL RIGHTS	\$53,341	\$54,489	\$55,606	\$57,311	\$57,863	\$58,202	\$53,985	\$51,038
COLLEGE AID	\$47,409	\$49,227	\$51,512	\$55,096	\$55,580	\$57,258	\$58,990	\$61,838
CORRECTIONS	\$46,933	\$47,323	\$49,026	\$51,038	\$51,471	\$53,170	\$55,479	\$57,062
CREDIT UNION	\$60,866	\$69,741	\$69,528	\$76,523	\$77,554	\$76,735	\$76,996	\$76,608
CULTURAL AFFAIRS	\$49,293	\$51,407	\$53,574	\$56,434	\$56,800	\$57,781	\$60,973	\$62,357
ECONOMIC DEVELOPMENT	\$58,344	\$59,975	\$61,972	\$65,503	\$64,255	\$63,354	\$65,203	\$66,531
EDUCATION	\$54,745	\$56,856	\$58,337	\$61,184	\$62,457	\$62,374	\$65,018	\$68,222
ENERGY INDEPENDENCE	*	*	*	\$84,963	\$61,911	\$61,185	*	*
ETHICS/CAMPAIGN DISCLOSURE	\$53,888	\$57,671	\$57,057	\$60,214	\$62,000	\$45,063	\$49,184	\$52,738
FINANCE AUTHORITY	\$59,834	\$62,351	\$66,900	\$71,106	\$70,756	\$72,143	\$74,526	\$77,530
GOVERNOR'S OFFICE	\$57,525	\$57,857	\$60,522	\$62,038	\$66,649	\$66,499	\$68,185	\$69,110
HUMAN RIGHTS	\$54,618	\$57,120	\$60,140	\$62,253	\$63,620	\$65,348	\$67,911	\$70,456
HUMAN SERVICES	\$42,787	\$44,209	\$45,498	\$47,487	\$47,561	\$48,767	\$50,740	\$53,287
INSPECTIONS AND APPEALS	\$59,248	\$60,471	\$62,247	\$64,634	\$66,175	\$66,410	\$69,561	\$72,269
INSURANCE	\$56,297	\$57,745	\$60,527	\$64,496	\$64,876	\$66,210	\$69,569	\$72,916
IA COMMUNICATIONS NETWORK	\$64,849	\$67,112	\$70,824	\$73,087	\$74,004	\$75,323	\$78,165	\$80,025
IOWA DEPT OF AGING	\$54,075	\$54,679	\$57,058	\$59,920	\$60,105	\$60,189	\$63,066	\$66,027
IOWA PUBLIC TELEVISION	\$55,019	\$56,342	\$58,959	\$61,084	\$61,737	\$63,144	\$65,381	\$67,506
IPERS	\$58,295	\$59,711	\$63,630	\$66,123	\$66,344	\$67,354	\$69,039	\$72,343
JUSTICE ****	\$70,247	\$75,754	\$78,962	\$81,797	\$81,482	\$80,113	\$83,485	\$86,095
LAW ENFORCEMENT ACADEMY	\$51,987	\$53,853	\$55,666	\$56,955	\$51,835	\$52,855	\$55,778	\$58,107
LOTTERY	\$54,316	\$56,103	\$56,107	\$58,479	\$60,335	\$58,275	\$59,387	\$62,472
MANAGEMENT	\$77,623	\$79,490	\$83,329	\$84,688	\$86,438	\$83,925	\$88,869	\$91,384
NATURAL RESOURCES	\$53,503	\$54,766	\$56,521	\$58,866	\$58,750	\$60,111	\$63,009	\$65,364
PAROLE	\$58,278	\$54,767	\$61,777	\$60,959	\$67,349	\$63,750	\$64,977	\$75,009
PROFESSIONAL LICENSING	\$53,454	\$58,470	***	***	***	***	***	***
PUBLIC DEFENSE	\$46,774	\$48,694	\$50,251	\$51,388	\$51,049	\$52,136	\$54,432	\$57,411
PUBL EMPLOYMENT RELATIONS	\$80,221	\$82,961	\$81,344	\$81,931	\$82,477	\$79,458	\$79,998	\$85,704
PUBLIC HEALTH	\$56,192	\$57,755	\$59,809	\$62,192	\$62,598	\$63,895	\$66,618	\$69,044
PUBLIC SAFETY	\$52,405	\$53,651	\$55,688	\$58,531	\$59,491	\$61,417	\$64,519	\$67,219
REVENUE	\$52,090	\$54,205	\$55,230	\$58,053	\$58,970	\$60,053	\$62,344	\$64,955
REBUILD IOWA	*	*	*	*	\$59,173	*	*	*
SECRETARY OF STATE	\$52,646	\$52,271	\$54,244	\$56,379	\$56,107	\$63,042	\$68,040	\$70,105
TRANSPORTATION	\$48,599	\$49,635	\$51,344	\$53,380	\$53,138	\$54,170	\$56,589	\$58,517
TREASURER	\$51,480	\$50,415	\$54,625	\$55,676	\$52,682	\$52,225	\$54,957	\$58,850
UTILITIES	\$76,630	\$73,132	\$75,410	\$78,771	\$79,149	\$80,074	\$82,315	\$85,212
VETERAN'S AFFAIRS	\$42,381	\$43,014	\$44,459	\$45,902	\$44,385	\$47,924	\$51,503	\$53,302
VETERAN'S HOME	**	**	**	\$46,022	\$47,404	\$48,624	\$49,567	\$50,844
WORKFORCE DEVELOPMENT	\$49,952	\$50,452	\$52,137	\$53,707	\$51,865	\$53,103	\$57,540	\$59,834
AVERAGE ANNUAL SALARY	\$48,605	\$49,762	\$51,441	\$53,619	\$53,907	\$55,076	\$57,434	\$59,715

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

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

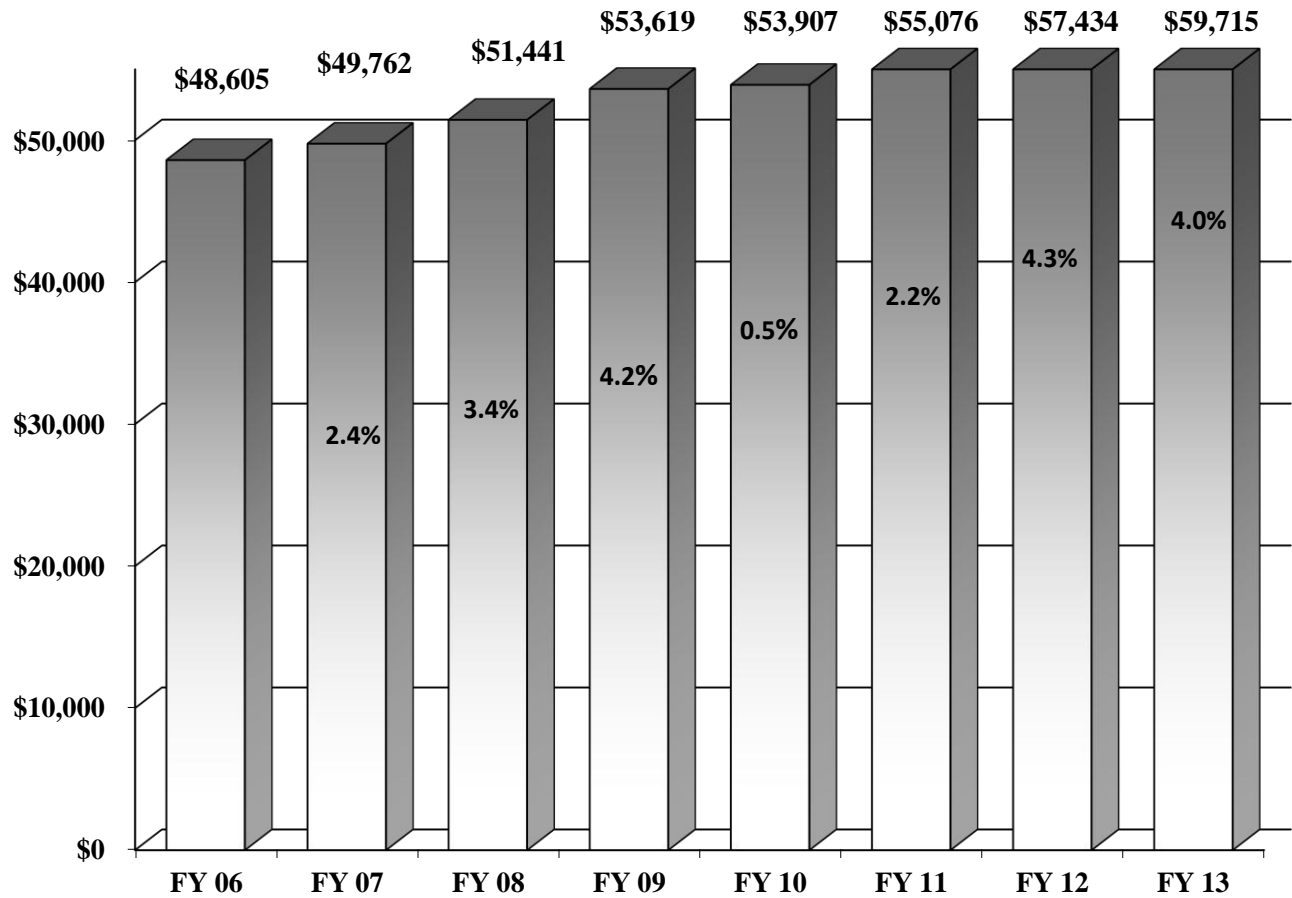
*** Commerce is now reported individually by division (as of FY08, Professional Licensing is reported with Banking).

**** 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 2013

DEPARTMENT	Overtime Expense	Overtime Days	Comp Earned Value	Comp Earned Days	Comp Taken Expense	Comp Taken Days
ADMINISTRATIVE SERVICES	\$152,396.15	493.7	\$132,527.29	531.5	\$84,341.13	344.9
AGRICULTURE	\$14,818.38	52.6	\$34,565.20	145.3	\$34,337.18	145.7
ALCOHOLIC BEVERAGES	\$259,246.30	1,186.4	\$25,359.99	154.0	\$12,777.76	67.6
AUDITOR	\$8,145.75	51.0	\$0.00	0.0	\$0.00	0.0
BANKING	\$0.00	0.0	\$471.38	2.5	\$471.82	2.6
BLIND	\$15,271.09	50.6	\$12,015.90	69.0	\$7,905.69	45.9
CIVIL RIGHTS	\$380.69	1.7	\$0.00	0.0	\$0.00	0.0
COLLEGE AID	\$163.44	0.8	\$95.96	0.5	\$100.28	0.5
CORRECTIONS	\$3,773,273.28	12,417.3	\$5,561,015.28	27,436.3	\$2,016,740.25	9,718.7
CREDIT UNION	\$0.00	0.0	\$35.73	0.1	\$0.00	0.0
CULTURAL AFFAIRS	\$2,527.14	11.9	\$26,328.43	113.7	\$23,385.71	101.4
ECONOMIC DEVELOPMENT	\$432.51	1.8	\$2,361.09	23.3	\$160.20	0.8
EDUCATION	\$27,478.97	80.9	\$14,033.13	60.5	\$13,878.30	60.2
ETHICS/CAMPAIGN DISCLOSURE	\$1,933.77	7.3	\$0.00	0.0	\$0.00	0.0
FINANCE AUTHORITY	\$40,211.59	152.8	\$45,679.14	159.7	\$33,652.79	117.0
GOVERNOR'S OFFICE	\$0.00	0.0	\$376.87	1.1	\$169.76	0.5
HUMAN RIGHTS	\$391.96	1.8	\$16,379.83	69.7	\$16,051.78	68.6
HUMAN SERVICES	\$8,353,362.86	30,742.5	\$5,257,639.65	29,825.5	\$2,290,548.00	12,459.1
INSPECTIONS AND APPEALS	\$10,508.51	34.0	\$90,999.82	358.6	\$80,606.80	325.0
INSURANCE	\$1,078.73	2.8	\$36,473.90	135.1	\$30,219.53	111.0
IOWA COMMUNICATIONS NTWK	\$39,523.30	100.5	\$14,215.41	43.9	\$10,865.22	35.8
IOWA DEPT OF AGING	\$3,993.06	13.3	\$10,477.00	41.8	\$9,407.37	37.3
IOWA PUBLIC TELEVISION	\$52,050.93	167.5	\$51,114.67	219.6	\$29,095.58	121.9
IPERS	\$105,801.54	301.7	\$444.10	1.5	\$114.47	0.5
JUSTICE	\$324.48	1.2	\$26,806.10	127.6	\$24,233.42	115.0
LAW ENFORCEMENT ACADEMY	\$9,904.96	27.8	\$34,150.23	166.7	\$19,826.51	99.3
LOTTERY	\$40,149.73	144.5	\$58,181.41	270.7	\$36,574.70	166.1
MANAGEMENT	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
NATURAL RESOURCES	\$50,109.30	169.2	\$1,526,607.00	6,694.8	\$1,210,376.63	5,334.1
PAROLE	\$0.00	0.0	\$28.41	0.2	\$0.00	0.0
PUBLIC DEFENSE	\$256,847.37	837.0	\$327,934.38	1,668.7	\$232,521.84	1,177.8
PUBLIC EMPLOYMENT RELATIONS	\$1,970.26	6.3	\$0.00	0.0	\$0.00	0.0
PUBLIC HEALTH	\$155,758.99	475.4	\$123,394.87	427.8	\$110,259.75	385.1
PUBLIC SAFETY	\$1,184,295.40	3,324.5	\$2,207,305.57	9,020.3	\$1,061,497.78	4,463.9
REVENUE	\$83,838.61	244.6	\$30,066.00	87.5	\$15,706.97	47.1
SECRETARY OF STATE	\$17,428.97	58.9	\$17,433.19	66.4	\$14,083.70	51.7
TRANSPORTATION	\$3,244,512.21	16,441.9	\$4,064,381.75	21,680.3	\$2,160,519.77	11,632.8
TREASURER	\$4,349.19	17.0	\$13,899.08	78.5	\$13,567.14	77.0
UTILITIES	\$377.46	1.1	\$19,130.46	58.6	\$14,891.90	46.1
VETERANS AFFAIRS	\$0.00	0.0	\$2,025.27	11.2	\$1,393.07	7.9
VETERANS HOME	\$1,228,359.83	4,656.7	\$1,482,195.52	8,090.7	\$503,232.13	2,575.8
WORKFORCE DEVELOPMENT	\$436,845.82	1,546.5	\$102,354.70	419.4	\$65,594.08	289.2
GRAND TOTALS	\$19,578,062.53	73,825.5	\$21,368,503.71	108,262.6	\$10,179,109.01	50,233.9

-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	
1990	6	3.5%		+ Step		3.5%	+ Merit Steps	
1991	6	5.0%		+ Step		5.0%	+ Merit Steps	
1992	6	5.0%	(a)	+ 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%	(c)	+ Step		4.0%	+ Merit Steps	(c)
1996	6	3.0%		+ Step		3.0%	+ Merit Steps	
1997	6	2.5%		+ Step	(d)	2.5%	+ Merit Steps	(d)
1998	6	3.0%		+ Step		3.0%	+ Merit Steps	
1999	6	3.0%		+ Step		3.0%	+ Merit Steps	
2000	6 TO 7	0.0%	(e)	+ Step		3.0%	+ Merit Steps	
2001	7 TO 8	2.6%	(f)	+ Step		3.0%	+ Merit Steps	
2002	8	3.0%		+ Step		3.0%	+ Merit Steps	(g)
2003	Min/Max	3.0%	(h) (i)	+ 4.0%		3.0%	+ Merit Steps	
2004	Min/Max	2.0%		+ 4.5%		2.0%	+ Merit Steps	
2005	Min/Max	2.0%	(j)	+ 4.5%		2.0%	+ Merit Steps	
2006	Min/Max	0.0%	(k)	+ 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%	(l)	+4.5%		0.0%	None	
2012	Min/Max	3.0%	(m)	+4.5%		3.0%	+ Merit Steps	(m)
2013	Min/Max	3.0%	(n)	+4.5%		3.0%	+ Merit Steps	(n)
2014	Min/Max	0.0%		+4.5%		0.0%	+ Merit Steps	(o)

- (a) 3.0% effective July 1, 1991 and 2.0% effective January 1, 1992
- (b) Contractual employees received a \$400 bonus in December 1992
- (c) 2.0% effective July 1, 1994 and 2.0% effective January 1, 1994
- (d) 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
- (e) Increased the number of steps but retained the minimums and maximums. The increased step was equivalent to a 3.0% ATB
- (f) The maximum was increased on average by 3.2% due to the 8th step
- (g) Non-Contract Pay plan merged to 000 and ranges matched to AFSCME 014 Pay Plan
- (h) All AFSCME plans merged into 014 and maximums were increased by 4.0%
- (i) FY03 increase was effective November 1, 2002
- (j) 2.0% added to Non-Contract/AFSCME range maximums January 1, 2005
- (k) 2.5% added to Non-Contract/AFSCME range maximums April 1, 2006
- (l) 2.0% effective July 1, 2010 and 1.0% effective January 1, 2011
- (m) 2.0% effective July 1, 2011 and 1.0% effective January 1, 2012
- (n) 2.0% effective July 1, 2012 and 1.0% effective January 1, 2013
- (o) 1.0% effective July 1, 2013 and 1.0% effective January 1, 2014, not added to the base rate

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]

21

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

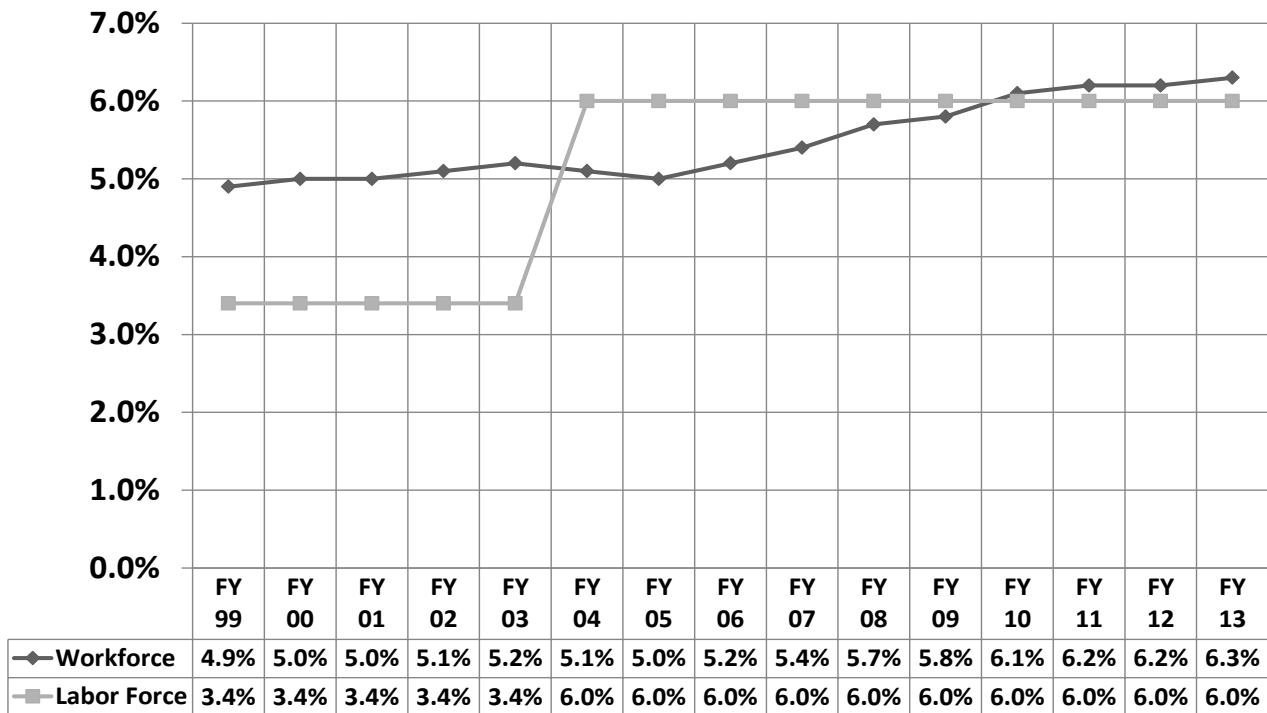
EEO-6 Administrative Support - Occupations in which workers are responsible for internal and external communication, recording, and retrieval of data and/or information and other paperwork required in an office.

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.

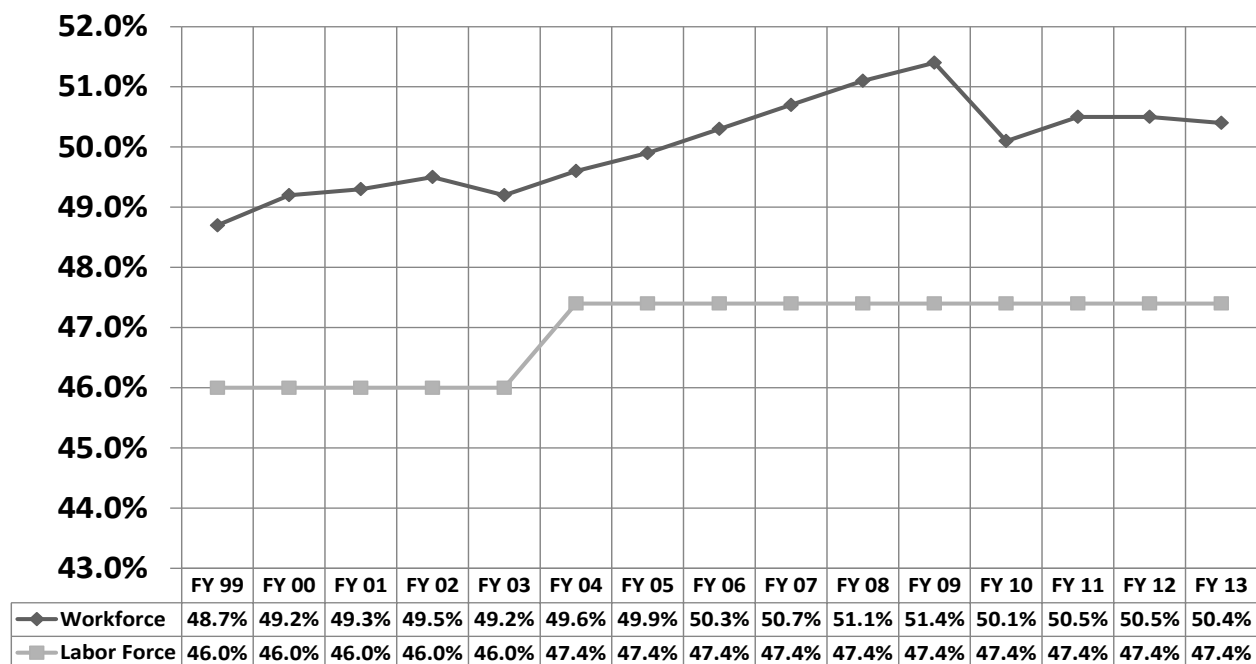
EEO-8 Service Maintenance - Occupations in which workers perform duties which result in or contribute to the comfort, convenience, hygiene or safety of the general public or which contribute to the upkeep and care of buildings, facilities or grounds of public property.

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	FY06 Male	FY06 Female	FY07 Male	FY07 Female	FY08 Male	FY08 Female	FY09 Male	FY09 Female
ADMINISTRATIVE SERVICES	207	160	210	165	224	176	228	174
AGRICULTURE	200	185	198	184	207	185	201	184
ALCOHOLIC BEVERAGES	30	20	40	21	38	23	37	22
AUDITOR	50	57	55	51	50	60	47	55
BANKING ***	43	21	41	23	46	35	45	35
BLIND	37	60	34	58	33	56	30	56
CIVIL RIGHTS	10	13	9	14	10	16	10	17
COLLEGE AID	10	31	12	34	12	38	16	39
CORRECTIONS	2,046	874	2,110	969	2,127	1,024	2,104	1,015
CREDIT UNION	8	7	7	6	10	7	8	6
CULTURAL AFFAIRS	28	42	28	43	31	44	28	42
ECONOMIC DEVELOPMENT	45	82	49	82	52	95	51	95
EDUCATION	189	407	173	400	186	426	194	443
ENERGY INDEPENDENCE	*	*	*	*	*	*	1	3
ETHICS/CAMPAIGN DISCLOSURE	1	5	1	4	1	5	1	5
FINANCE AUTHORITY	35	51	32	51	36	50	30	52
GOVERNOR'S OFFICE	13	27	16	23	21	28	23	23
HUMAN RIGHTS	23	32	22	30	25	31	23	31
HUMAN SERVICES	1,472	4,048	1,491	4,134	1,526	4,255	1,524	4,243
INSPECTIONS AND APPEALS	195	310	201	313	196	335	190	346
INSURANCE	34	53	34	54	34	54	37	55
IOWA COMMUNICATIONS NTRWK	52	28	53	31	50	31	54	32
IOWA DEPT OF AGING	6	26	5	27	6	31	7	29
IOWA PUBLIC TELEVISION	67	49	68	48	66	45	62	48
IPERS	33	53	29	53	29	50	29	48
JUSTICE ****	89	115	92	127	108	138	111	145
LAW ENFORCEMENT ACADEMY	14	13	14	13	13	13	12	13
LOTTERY	67	45	67	44	64	46	65	44
MANAGEMENT	16	12	18	12	19	13	16	15
NATURAL RESOURCES	675	253	679	266	697	277	670	278
PAROLE	3	7	3	8	3	8	3	9
PROFESSIONAL LICENSING	4	8	3	11	***	***	**	**
PUBLIC DEFENSE	277	84	275	79	278	84	290	89
PUBLIC EMPLOYMENT RELATIONS	5	4	5	4	5	6	4	6
PUBLIC HEALTH	110	300	105	302	121	311	122	323
PUBLIC SAFETY	740	208	738	215	763	227	771	223
REBUILD IOWA							*	*
REVENUE	158	215	152	210	156	229	155	221
SECRETARY OF STATE	10	30	8	28	11	27	12	25
TRANSPORTATION	2,339	773	2,287	758	2,299	764	2,280	752
TREASURER	4	19	4	20	5	18	5	20
UTILITIES	51	38	53	36	38	30	37	29
VETERAN'S AFFAIRS	147	652	154	659	162	698	10	5
VETERAN'S HOME	**	**	**	**	**	**	152	705
WORKFORCE DEVELOPMENT	264	502	265	514	279	526	278	542
GRAND TOTAL	9,807	9,919	9,840	10,124	10,037	10,515	9,973	10,542

* 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	FY10 Male	FY10 Female	FY11 Male	FY11 Female	FY12 Male	FY12 Female	FY13 Male	FY13 Female
ADMINISTRATIVE SERVICES	209	141	216	141	202	142	201	135
AGRICULTURE	175	148	179	153	176	149	171	152
ALCOHOLIC BEVERAGES	45	17	46	22	54	21	57	22
AUDITOR	46	56	56	53	53	54	51	55
BANKING **	47	33	46	35	45	33	44	32
BLIND	29	56	32	55	33	55	28	54
CIVIL RIGHTS	9	17	9	12	10	16	9	18
COLLEGE AID	14	31	12	32	14	30	11	24
CORRECTIONS	1,870	872	1,912	882	1,857	861	1,860	848
CREDIT UNION	8	6	7	7	7	6	7	6
CULTURAL AFFAIRS	23	36	25	38	19	32	18	34
ECONOMIC DEVELOPMENT	35	80	44	83	44	79	40	73
EDUCATION	168	395	170	445	170	449	164	443
ENERGY INDEPENDENCE	9	14	9	10	*	*	*	*
ETHICS/CAMPAIGN DISCLOSURE	1	2	1	4	2	3	2	3
FINANCE AUTHORITY	29	53	31	56	30	59	27	62
GOVERNOR'S OFFICE	22	22	15	18	14	19	15	15
HUMAN RIGHTS	21	27	19	27	20	24	20	24
HUMAN SERVICES	1,354	3,667	1,387	3,735	1,389	3,721	1,325	3,578
INSPECTIONS AND APPEALS	168	310	188	346	186	339	179	336
INSURANCE	35	53	37	57	39	56	39	54
IOWA COMMUNICATIONS NTWRK	50	27	53	30	52	30	49	29
IOWA DEPT OF AGING	6	25	5	27	5	27	5	28
IOWA PUBLIC TELEVISION	57	43	57	42	56	40	53	39
IPERS	32	46	32	49	29	49	28	49
JUSTICE ***	93	132	101	137	102	141	98	140
LAW ENFORCEMENT ACADEMY	7	13	8	13	9	13	10	12
LOTTERY	51	35	64	38	66	42	66	41
MANAGEMENT	11	11	11	11	11	11	11	11
NATURAL RESOURCES	628	268	659	279	652	269	648	262
PAROLE	3	5	2	7	2	6	3	5
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**
PUBLIC DEFENSE	289	95	324	109	331	114	311	108
PUBLIC EMPLOYMENT RELATIONS	3	4	3	5	3	6	4	6
PUBLIC HEALTH	108	308	110	311	107	302	108	301
PUBLIC SAFETY	747	196	747	191	720	191	695	190
REBUILD IOWA	3	9	*	*	*	*	*	*
REVENUE	122	177	121	185	113	176	110	171
SECRETARY OF STATE	10	20	10	21	8	20	8	16
TRANSPORTATION	2,073	674	2,152	688	2,103	674	2,079	658
TREASURER	5	20	6	22	6	22	6	20
UTILITIES	36	28	32	29	32	28	29	31
VETERAN'S AFFAIRS	8	5	7	6	6	6	7	5
VETERAN'S HOME	143	620	149	615	155	616	157	616
WORKFORCE DEVELOPMENT	290	555	312	577	276	469	268	456
GRAND TOTAL	9,092	9,352	9,406	9,603	9,208	9,400	9,021	9,162

* 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 2013

	Category 1 Official/Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Males	744	2,672	837	2,363
% Chg from FY '12	-0.7%	-2.4%	-2.9%	-1.0%
Females	678	4,126	1,233	404
% Chg from FY '12	-0.4%	-0.9%	-2.6%	-4.9%
Totals	1,422	6,798	2,070	2,767
% Chg from FY '12	-0.6%	-1.5%	-2.7%	-1.6%
	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Males	0	155	1,525	720
% Chg from FY '12	0%	-3.1%	-1.8%	-4.4%
Females	0	1,521	38	1,160
% Chg from FY '12	0.0%	-4.7%	-11.6%	-5.4%
Totals	0	1,676	1,563	1,880
% Chg from FY '12	0.0%	-4.6%	-2.1%	-5.0%

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.

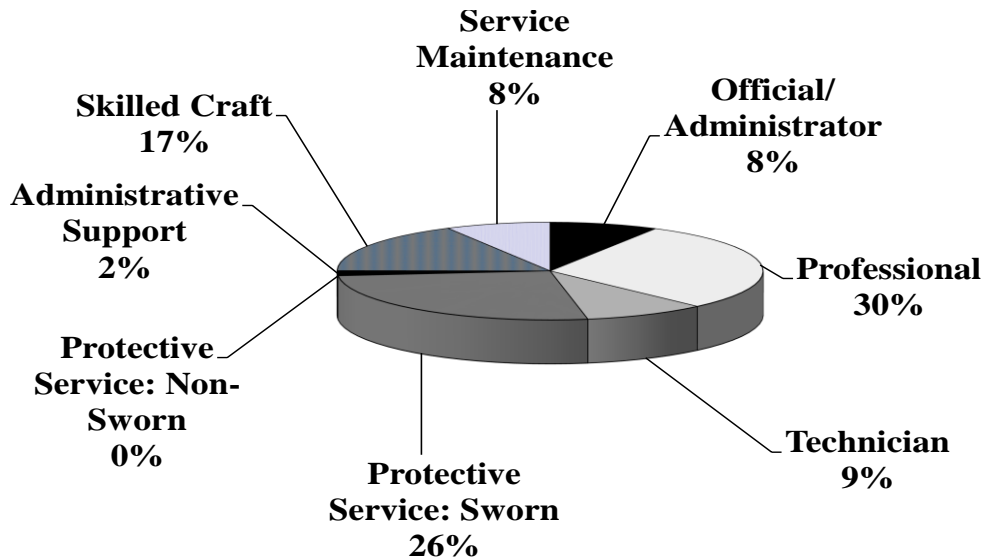
NOTE: By definition, elected officials are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees

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

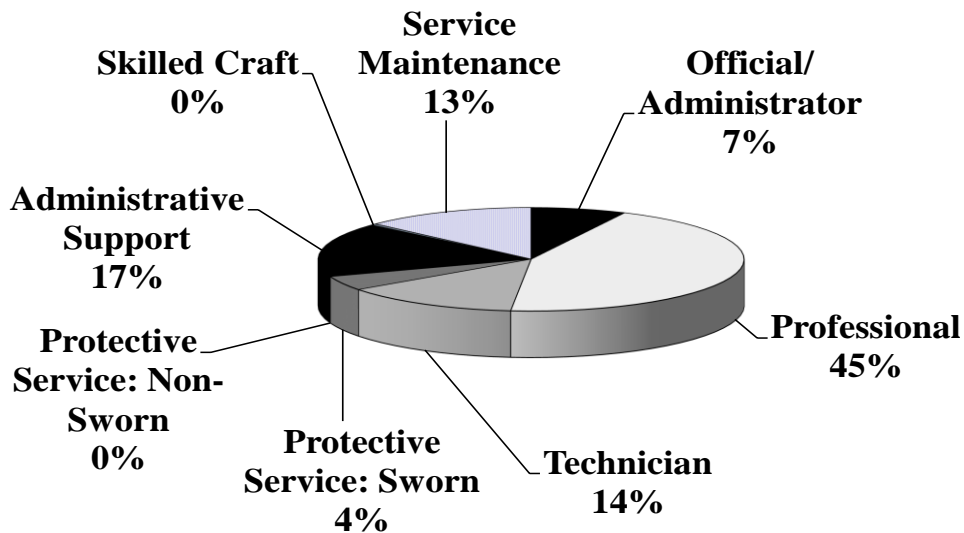
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Employees by Gender by EEO-4 Category, Fiscal Year 2013

Males (Total = 9,016)



Females (Total = 9,160)



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 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	FY 09 Total Employees	FY 09 Total Minority Employees	FY 09 Minority Employee Percentage
ADMINISTRATIVE SERVICES	367	33	8.99%	375	33	8.80%	400	39	9.75%	402	44	10.95%
AGRICULTURE	385	6	1.56%	382	7	1.83%	392	9	2.30%	385	10	2.60%
ALCOHOLIC BEVERAGES	50	1	2.00%	61	3	4.92%	61	4	6.56%	59	4	6.78%
AUDITOR	107	1	0.93%	106	1	0.94%	110	2	1.82%	102	2	1.96%
BANKING *	64	1	1.56%	64	2	3.13%	81	2	2.47%	80	2	2.50%
BLIND	97	5	5.15%	92	6	6.52%	89	6	6.74%	86	4	4.65%
CIVIL RIGHTS	23	8	34.78%	23	7	30.43%	26	9	34.62%	27	9	33.33%
COLLEGE AID	41	1	2.44%	46	3	6.52%	50	2	4.00%	55	3	5.45%
CORRECTIONS	2,920	148	5.07%	3,079	166	5.39%	3,151	177	5.62%	3,119	170	5.45%
CREDIT UNION	15	0	0.00%	13	0	0.00%	17	0	0.00%	14	0	0.00%
CULTURAL AFFAIRS	70	2	2.86%	71	2	2.82%	75	2	2.67%	70	2	2.86%
ECONOMIC DEVELOPMENT	127	8	6.30%	131	9	6.87%	147	13	8.84%	146	12	8.22%
EDUCATION	596	34	5.70%	573	32	5.58%	612	37	6.05%	637	40	6.28%
ENERGY INDEPENDENCE										4	0	0.00%
ETHICS/CAMPAIGN DISCLOSURE	6	0	0.00%	5	0	0.00%	6	0	0.00%	6	0	0.00%
FINANCE AUTHORITY	86	3	3.49%	83	4	4.82%	86	5	5.81%	82	5	6.10%
GOVERNOR'S OFFICE	40	5	12.50%	39	4	10.26%	49	4	8.16%	50	2	4.00%
HUMAN RIGHTS	55	6	10.91%	52	7	13.46%	56	6	10.71%	54	6	11.11%
HUMAN SERVICES	5,520	260	4.71%	5,625	274	4.87%	5,781	311	5.38%	5,767	318	5.51%
INSPECTIONS AND APPEALS	505	30	5.94%	514	32	6.23%	531	34	6.40%	536	34	6.34%
INSURANCE	87	9	10.34%	88	10	11.36%	88	9	10.23%	92	11	11.96%
IOWA COMMUNICATIONS NTWRK	80	5	6.25%	84	7	8.33%	81	8	9.88%	86	9	10.47%
IOWA DEPT OF AGING	32	1	3.13%	32	1	3.13%	37	3	8.11%	36	3	8.33%
IOWA PUBLIC TELEVISION	116	2	1.72%	116	1	0.86%	111	1	0.90%	110	1	0.91%
IPERS	86	7	8.14%	82	8	9.76%	79	7	8.86%	77	7	9.09%
JUSTICE ***	204	5	2.45%	241	9	3.73%	246	11	4.47%	256	12	4.69%
LAW ENFORCEMENT ACADEMY	27	0	0.00%	27	0	0.00%	26	0	0.00%	25	0	0.00%
LOTTERY	112	6	5.36%	111	5	4.50%	110	5	4.55%	109	6	5.50%
MANAGEMENT	28	2	7.14%	30	2	6.67%	32	2	6.25%	31	1	3.23%
NATURAL RESOURCES	928	50	5.39%	945	51	5.40%	974	49	5.03%	948	46	4.85%
PAROLE	10	3	30.00%	11	3	27.27%	11	3	27.27%	12	4	33.33%
PROFESSIONAL LICENSING	12	1	8.33%	14	0	0.00%	*	*	*	**	**	**
PUBLIC DEFENSE	361	17	4.71%	354	17	4.80%	362	21	5.80%	379	24	6.33%
PUBLIC EMPLOYMENT RELATIONS	9	0	0.00%	9	0	0.00%	11	0	0.00%	10	0	0.00%
PUBLIC HEALTH	410	29	7.07%	407	26	6.39%	432	29	6.71%	445	30	6.74%
PUBLIC SAFETY	948	30	3.16%	953	32	3.36%	990	33	3.33%	994	33	3.32%
REBUILD IOWA	*	*	*	*	*	*	*	*	*	*	*	*
REVENUE	373	24	6.43%	362	24	6.63%	385	34	8.83%	376	34	9.04%
SECRETARY OF STATE	40	4	10.00%	36	2	5.56%	38	2	5.26%	37	2	5.41%
TRANSPORTATION	3,112	138	4.43%	3,045	135	4.43%	3,063	134	4.37%	3,032	133	4.39%
TREASURER	23	0	0.00%	24	0	0.00%	23	1	4.35%	25	1	4.00%
UTILITIES	89	8	8.99%	67	7	10.45%	68	7	10.29%	66	5	7.58%
VETERAN'S AFFAIRS	799	29	3.63%	813	32	3.94%	860	33	3.84%	15	0	0.00%
VETERAN'S HOME	**	**	**	**	**	**	**	**	**	857	33	3.85%
WORKFORCE DEVELOPMENT	766	107	13.97%	779	120	15.40%	805	126	15.65%	820	133	16.22%
GRAND TOTALS	19,726	1,029	5.22%	19,964	1,084	5.43%	20,552	1,180	5.74%	20,519	1,195	5.82%

* 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 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	FY 13 Total Employees	FY 13 Total Minority Employees	FY 13 Minority Employee Percentage
ADMINISTRATIVE SERVICES	350	40	11.43%	357	36	10.08%	344	32	9.30%	336	33	9.82%
AGRICULTURE	323	9	2.79%	332	10	3.01%	325	11	3.38%	323	11	3.41%
ALCOHOLIC BEVERAGES	62	2	3.23%	68	3	4.41%	75	4	5.33%	79	6	7.59%
AUDITOR	102	2	1.96%	109	3	2.75%	107	3	2.80%	106	2	1.89%
BANKING **	80	1	1.25%	81	1	1.23%	78	1	1.28%	76	1	1.32%
BLIND	85	3	3.53%	87	3	3.45%	88	3	3.41%	82	2	2.44%
CIVIL RIGHTS	26	9	34.62%	21	9	42.86%	26	6	23.08%	27	5	18.52%
COLLEGE AID	45	3	6.67%	44	3	6.82%	44	4	9.09%	35	5	14.29%
CORRECTIONS	2,742	163	5.94%	2,794	174	6.23%	2,718	171	6.29%	2,708	169	6.24%
CREDIT UNION	14	0	0.00%	14	0	0.00%	13	0	0.00%	13	0	0.00%
CULTURAL AFFAIRS	59	2	3.39%	63	2	3.17%	51	1	1.96%	52	0	0.00%
ECONOMIC DEVELOPMENT	115	9	7.83%	127	10	7.87%	123	9	7.32%	113	8	7.08%
EDUCATION	563	37	6.57%	615	41	6.67%	619	42	6.79%	607	38	6.26%
ENERGY INDEPENDENCE	23	3	13.04%	19	1	5.26%	**	**	**	**	**	**
ETHICS/CAMPAIGN DISCLOSURE	3	0	0.00%	5	0	0.00%	5	0	0.00%	5	0	0.00%
FINANCE AUTHORITY	82	7	8.54%	87	6	6.90%	89	5	5.62%	89	5	5.62%
GOVERNOR'S OFFICE	44	3	6.82%	33	3	9.09%	33	4	12.12%	30	2	6.67%
HUMAN RIGHTS	48	5	10.42%	46	3	6.52%	44	4	9.09%	44	4	9.09%
HUMAN SERVICES	5,021	279	5.56%	5,122	295	5.76%	5,110	303	5.93%	4,903	301	6.14%
INSPECTIONS AND APPEALS	478	29	6.07%	534	33	6.18%	525	37	7.05%	515	35	6.80%
INSURANCE	88	12	13.64%	94	12	12.77%	95	12	12.63%	93	12	12.90%
IOWA COMMUNICATIONS NETWORK	77	10	12.99%	83	12	14.46%	82	11	13.41%	78	11	14.10%
IOWA DEPT OF AGING	31	3	9.68%	32	2	6.25%	32	0	0.00%	33	0	0.00%
IOWA PUBLIC TELEVISION	100	1	1.00%	99	0	0.00%	96	0	0.00%	92	0	0.00%
IPERS	78	7	8.97%	81	8	9.88%	78	7	8.97%	77	7	9.09%
JUSTICE ***	225	12	5.33%	238	11	4.62%	243	13	5.35%	238	14	5.88%
LAW ENFORCEMENT ACADEMY	20	0	0.00%	21	0	0.00%	22	0	0.00%	22	0	0.00%
LOTTERY	86	4	4.65%	102	3	2.94%	108	4	3.70%	107	4	3.74%
MANAGEMENT	22	1	4.55%	22	2	9.09%	22	2	9.09%	22	2	9.09%
NATURAL RESOURCES	896	46	5.13%	938	47	5.01%	921	45	4.89%	910	46	5.05%
PAROLE	8	2	25.00%	9	3	33.33%	8	0	0.00%	8	0	0.00%
PROFESSIONAL LICENSING	**	**	**	**	**	**	**	**	**	**	**	**
PUBLIC DEFENSE	384	25	6.51%	433	27	6.24%	445	26	5.84%	419	21	5.01%
PUBLIC EMPLOYMENT RELATIONS	7	0	0.00%	8	0	0.00%	9	0	0.00%	10	0	0.00%
PUBLIC HEALTH	416	27	6.49%	421	26	6.18%	409	28	6.85%	409	30	7.33%
PUBLIC SAFETY	943	30	3.18%	938	28	2.99%	911	26	2.85%	885	26	2.94%
REBUILD IOWA	12	0	0.00%	*	*	*	*	*	*	*	*	*
REVENUE	299	32	10.70%	306	35	11.44%	289	32	11.07%	281	34	12.10%
SECRETARY OF STATE	30	1	3.33%	31	1	3.23%	28	1	3.57%	24	1	4.17%
TRANSPORTATION	2,747	123	4.48%	2,840	130	4.58%	2,777	124	4.47%	2,737	124	4.53%
TREASURER	25	1	4.00%	28	1	3.57%	28	1	3.57%	26	1	3.85%
UTILITIES	64	5	7.81%	61	6	9.84%	60	8	13.33%	60	7	11.67%
VETERAN'S AFFAIRS	13	0	0.00%	13	0	0.00%	12	0	0.00%	12	0	0.00%
VETERAN'S HOME	763	35	4.59%	764	39	5.10%	771	39	5.06%	773	49	6.34%
WORKFORCE DEVELOPMENT	845	149	17.63%	889	158	17.77%	745	135	18.12%	724	133	18.37%
GRAND TOTALS	18,444	1,132	6.14%	19,009	1,187	6.24%	18,608	1,154	6.20%	18,183	1,149	6.32%

* 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 2013

	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
Non-Minority	1,325	6,153	1,904	2,605
% Chg from FY '12	-0.6%	-1.7%	-2.9%	-1.5%
Minority	64	496	132	148
% Chg from FY '12	-1.5%	-0.2%	-2.2%	-2.0%
Declined to Respond	33	149	34	14
Totals	1,422	6,798	2,070	2,767
% Chg from FY '12	-0.6%	-1.5%	-2.7%	-1.6%
	Category 5 Protective Service: Non-Sworn	Category 6 Administrative Support	Category 7 Skilled Craft	Category 8 Service Maintenance
Non-Minority	0	1,514	1,502	1,670
% Chg from FY '12	0.0%	-5.0%	-2.3%	-5.5%
Minority	0	138	49	122
% Chg from FY '12	0.0%	-0.7%	0.0%	3.4%
Declined to Respond	0	24	12	88
Totals	0	1,676	1,563	1,880
% Chg from FY '12	0.0%	-4.6%	-2.1%	-5.0%

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.

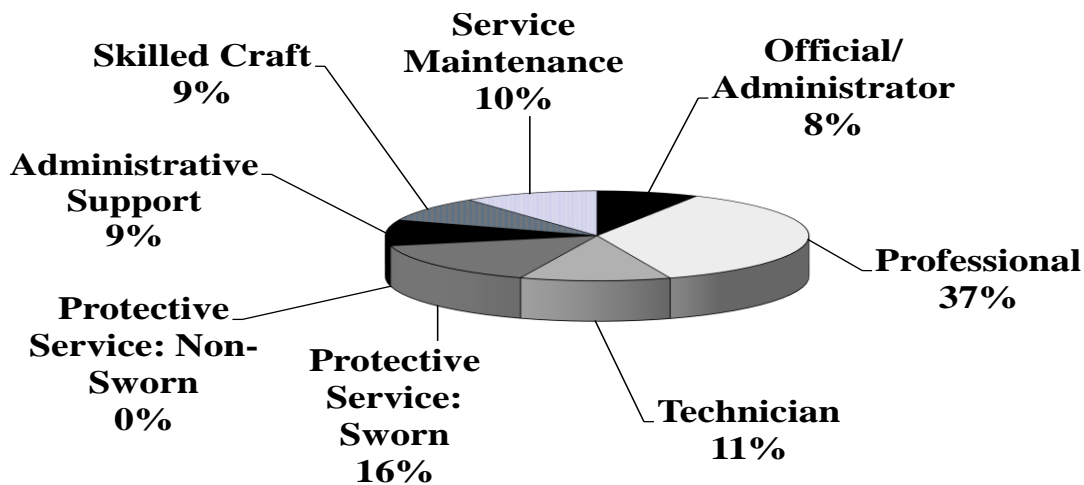
NOTE: Minority Status based on self-report during orientation of new employees.

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

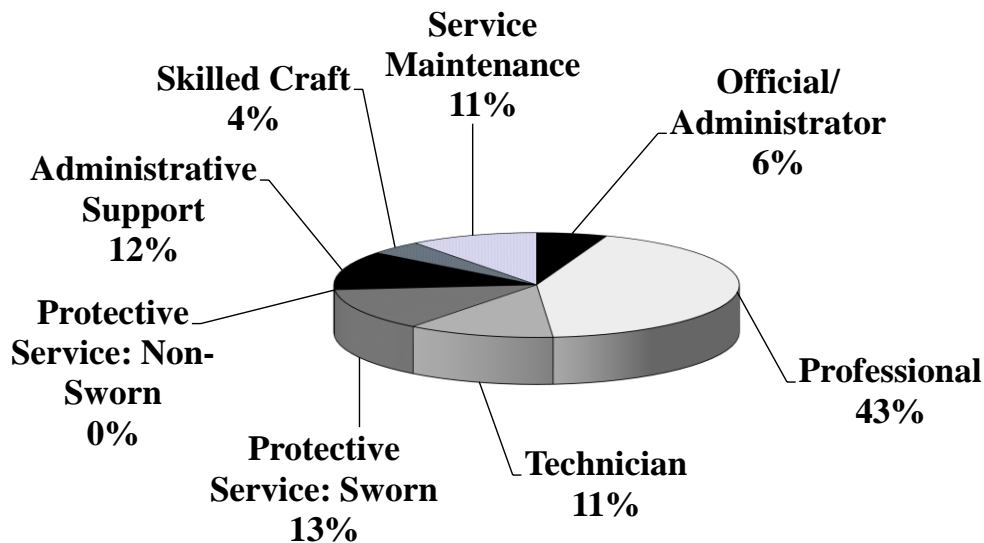
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

Executive Branch Full-Time Minority Employees by EEO-4 Category, Fiscal Year 2013

Non-Minority (Total=16,673)



Minority (Total=1,149)



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%.

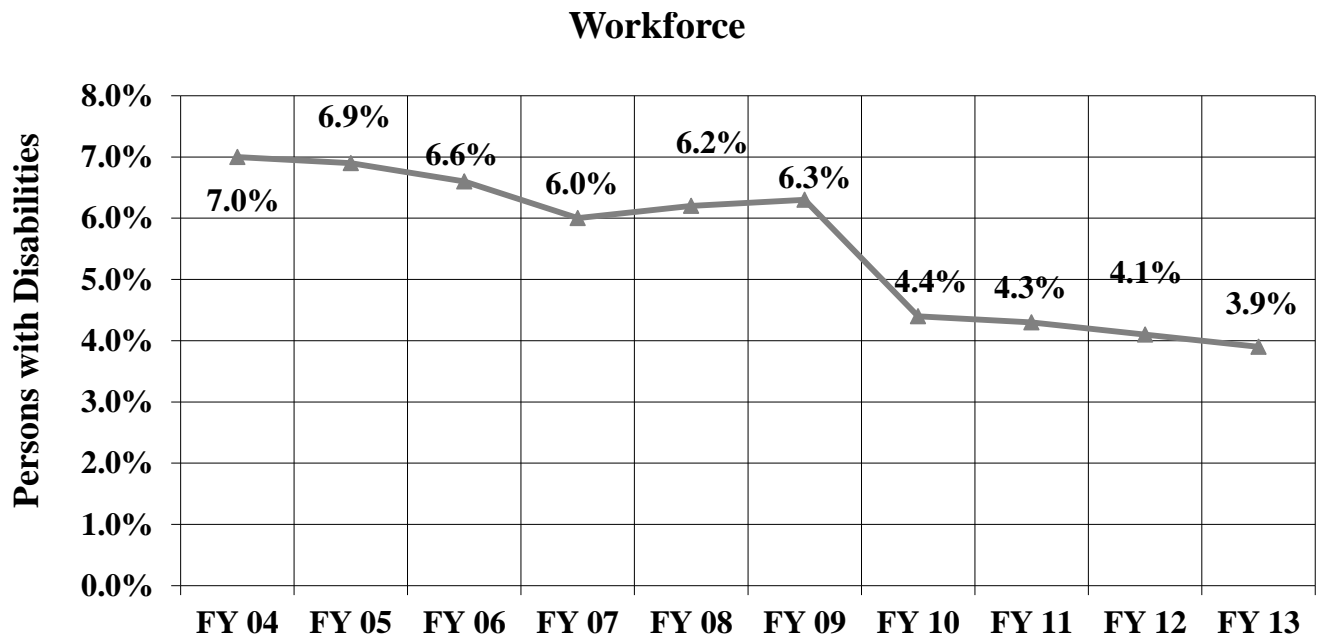
NOTE: By definition, elected officials (7) are not included in EEO-4 Category groupings. This accounts for the difference in total full-time employees.

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

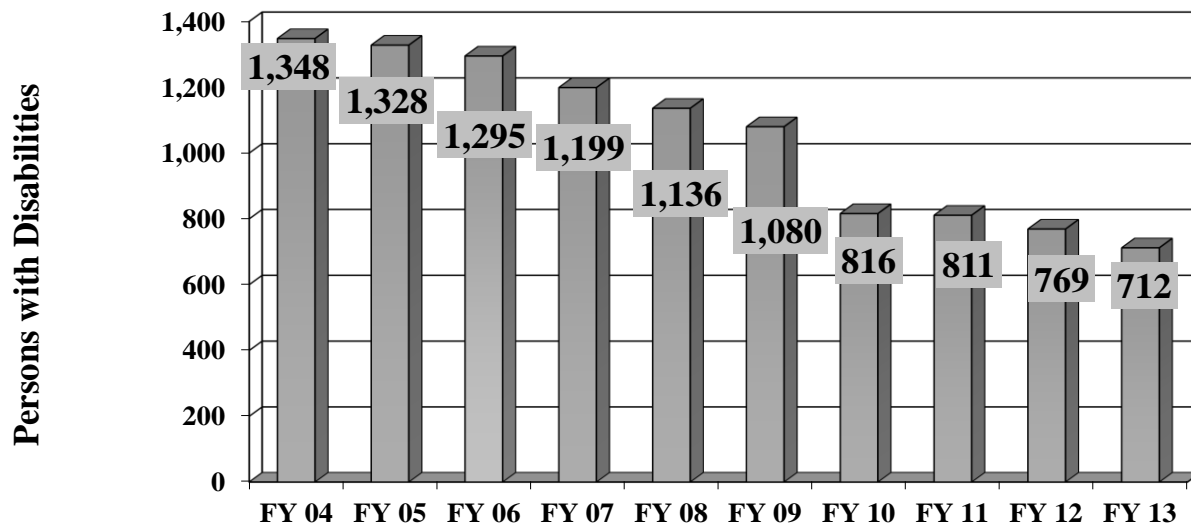
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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



-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 376,840.0 days of vacation in Fiscal Year 2013, valued at \$88,371,936.64. Of this, employees took 361,632.5 days of vacation at a value of \$84,520,781.16.
- Executive Branch employees took 162,509.5 days of regular sick leave in Fiscal Year 2013, valued at \$34,755,634.43.

Executive Branch Full-Time Employee Vacation Leave, Expenditures & Usage, Fiscal Year 2013

DEPARTMENT	Vacation Earned Value	Vacation Earned Days	Vacation Taken Expense	Vacation Taken Days
ADMINISTRATIVE SERVICES	\$1,938,456.05	7,061.8	\$1,821,506.53	6,738.4
AGRICULTURE	\$1,521,409.70	6,848.1	\$1,453,672.53	6,648.4
ALCOHOLIC BEVERAGES	\$238,586.55	1,303.3	\$198,999.67	1,140.4
AUDITOR	\$454,503.16	1,776.6	\$419,833.37	1,560.2
BANKING	\$629,107.54	1,764.3	\$655,294.02	1,901.6
BLIND	\$407,868.80	1,828.0	\$400,869.45	1,823.5
CIVIL RIGHTS	\$95,039.97	453.3	\$68,854.93	332.9
COLLEGE AID	\$161,910.38	689.7	\$153,300.04	661.3
CORRECTIONS	\$12,115,520.92	54,003.5	\$11,709,748.50	52,181.5
CREDIT UNION	\$94,095.53	296.6	\$81,660.78	265.5
CULTURAL AFFAIRS	\$245,582.28	1,026.5	\$232,466.45	968.6
ECONOMIC DEVELOPMENT	\$569,061.56	2,209.1	\$545,525.47	2,088.3
EDUCATION	\$3,379,326.08	12,559.3	\$3,141,596.95	11,828.5
ETHICS/CAMPAIGN DISCLOSURE	\$11,965.26	69.3	\$7,793.11	48.8
FINANCE AUTHORITY	\$517,075.95	1,720.8	\$443,753.72	1,595.6
GOVERNOR'S OFFICE	\$101,572.70	402.1	\$77,397.46	303.4
HUMAN RIGHTS	\$236,456.63	870.4	\$226,398.88	832.6
HUMAN SERVICES	\$21,404,787.13	102,211.1	\$20,775,632.10	99,899.5
INSPECTIONS AND APPEALS	\$3,012,219.10	10,728.1	\$2,904,187.79	10,356.6
INSURANCE	\$579,455.26	2,003.3	\$525,039.61	1,945.3
IOWA COMMUNICATIONS NTWK	\$521,338.88	1,633.4	\$528,098.13	1,687.5
IOWA DEPT OF AGING	\$151,125.70	597.0	\$130,399.88	536.8
IOWA PUBLIC TELEVISION	\$558,117.84	2,117.0	\$538,681.28	2,086.3
IPERS	\$482,334.18	1,694.0	\$480,073.40	1,819.7
JUSTICE	\$1,633,323.38	4,799.6	\$1,556,507.96	4,594.9
LAW ENFORCEMENT ACADEMY	\$90,549.69	420.9	\$92,155.98	481.0
LOTTERY	\$549,662.77	2,244.9	\$501,281.95	2,244.3
MANAGEMENT	\$172,244.34	482.0	\$175,510.62	504.0
NATURAL RESOURCES	\$4,814,832.14	18,794.8	\$4,632,382.57	18,120.0
PAROLE	\$39,783.52	157.3	\$42,996.46	166.0
PUBLIC DEFENSE	\$1,816,955.04	8,306.8	\$1,806,683.72	8,224.0
PUBLIC EMPLOYMENT RELATIONS	\$54,645.99	181.8	\$50,232.91	169.9
PUBLIC HEALTH	\$2,174,312.37	8,161.0	\$2,114,139.33	7,873.6
PUBLIC SAFETY	\$4,880,994.66	18,462.9	\$4,599,663.36	17,573.8
REVENUE	\$1,554,561.40	6,196.2	\$1,475,464.18	5,956.6
SECRETARY OF STATE	\$131,876.19	517.3	\$81,580.49	372.0
TRANSPORTATION	\$13,885,917.19	59,759.8	\$13,225,716.38	55,824.9
TREASURER	\$109,912.39	467.0	\$97,170.56	408.2
UTILITIES	\$439,860.18	1,324.4	\$424,248.23	1,404.4
VETERANS AFFAIRS	\$40,604.31	221.0	\$38,656.37	195.7
VETERANS HOME	\$3,072,180.31	15,617.8	\$2,725,966.49	13,932.6
WORKFORCE DEVELOPMENT	\$3,482,803.62	14,857.9	\$3,359,639.55	14,335.4
GRAND TOTALS	\$88,371,936.64	376,840.0	\$84,520,781.16	361,632.5

-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 2013

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	\$1,399,660.31	5,515.6	\$762,975.20	3,128.6	\$168,481.24	562.5
AGRICULTURE	\$1,066,262.91	5,069.1	\$509,786.95	2,450.2	\$145,255.78	589.4
ALCOHOLIC BEVERAGES	\$230,532.85	1,364.5	\$120,742.22	683.3	\$19,473.68	112.0
AUDITOR	\$361,800.79	1,622.0	\$103,105.33	473.7	\$60,769.83	263.1
BANKING	\$399,993.46	1,271.9	\$106,088.43	356.8	\$95,634.68	293.5
BLIND	\$291,240.31	1,421.6	\$168,032.88	864.3	\$39,582.16	171.5
CIVIL RIGHTS	\$67,696.80	359.2	\$29,777.99	152.1	\$5,641.80	25.5
COLLEGE AID	\$142,574.18	620.7	\$69,549.55	327.2	\$23,867.04	85.0
CORRECTIONS	\$9,313,687.36	44,162.1	\$5,733,150.24	26,807.3	\$421,224.22	1,677.7
CREDIT UNION	\$67,844.40	242.8	\$21,797.97	96.8	\$24,199.64	72.5
CULTURAL AFFAIRS	\$191,712.13	838.5	\$130,990.07	555.6	\$43,414.76	182.5
ECONOMIC DEVELOPMENT	\$481,054.93	1,963.2	\$159,015.14	665.4	\$87,012.12	349.2
EDUCATION	\$2,527,651.74	9,842.1	\$1,347,528.07	5,366.6	\$192,833.28	696.1
ETHICS/CAMPAIGN DISCLOSURE	\$15,545.10	87.5	\$13,463.53	65.1	\$553.80	3.0
FINANCE AUTHORITY	\$451,825.28	1,566.8	\$231,022.31	820.9	\$78,442.56	232.5
GOVERNOR'S OFFICE	\$119,222.23	479.8	\$25,507.41	108.9	\$21,818.08	71.5
HUMAN RIGHTS	\$182,684.51	704.4	\$97,969.08	375.6	\$11,314.48	45.5
HUMAN SERVICES	\$14,658,798.35	76,128.3	\$9,371,274.70	48,425.5	\$1,015,970.86	4,430.0
INSPECTIONS AND APPEALS	\$2,289,960.24	8,689.8	\$1,197,340.37	4,472.5	\$265,785.07	891.1
INSURANCE	\$413,108.66	1,571.8	\$239,853.20	931.1	\$61,488.48	185.3
IOWA COMMUNICATIONS NTWK	\$402,147.91	1,362.4	\$210,556.93	743.5	\$52,704.04	153.5
IOWA DEPT OF AGING	\$138,045.41	574.1	\$93,276.12	411.5	\$19,688.84	60.5
IOWA PUBLIC TELEVISION	\$345,930.88	1,404.9	\$176,862.61	698.0	\$60,630.56	232.5
IPERS	\$340,568.50	1,281.6	\$186,813.82	743.1	\$51,601.04	152.0
JUSTICE	\$1,213,744.08	3,879.5	\$442,890.89	1,615.0	\$241,101.72	630.5
LAW ENFORCEMENT ACADEMY	\$80,776.73	386.9	\$36,699.52	203.6	\$10,797.64	38.5
LOTTERY	\$413,948.69	1,828.8	\$160,212.73	707.3	\$93,563.20	381.0
MANAGEMENT	\$98,108.79	303.2	\$26,518.71	82.3	\$16,708.44	47.0
NATURAL RESOURCES	\$3,185,026.83	13,262.3	\$1,331,198.22	5,477.4	\$490,677.16	1,810.1
PAROLE	\$27,194.93	120.3	\$19,090.57	90.4	\$0.00	0.0
PUBLIC DEFENSE	\$1,509,849.39	7,266.6	\$981,966.40	4,750.4	\$126,544.84	481.5
PUBLIC EMPLOYMENT RELATIONS	\$42,823.86	157.7	\$32,117.47	122.0	\$724.08	3.0
PUBLIC HEALTH	\$1,782,101.44	6,979.8	\$986,256.21	3,949.2	\$152,552.08	508.0
PUBLIC SAFETY	\$2,813,708.33	11,860.2	\$1,075,967.12	4,586.8	\$87,797.76	332.0
REVENUE	\$1,073,886.44	4,594.2	\$460,238.61	2,032.3	\$111,111.68	430.5
SECRETARY OF STATE	\$110,368.51	414.1	\$29,029.55	104.4	\$27,684.00	112.0
TRANSPORTATION	\$8,956,426.55	41,050.0	\$4,371,927.83	20,687.0	\$504,418.74	5,745.8
TREASURER	\$96,759.31	452.9	\$41,521.85	213.5	\$10,129.68	29.1
UTILITIES	\$302,060.16	985.7	\$158,529.28	539.3	\$32,722.68	97.5
VETERANS AFFAIRS	\$41,086.50	217.9	\$28,960.50	155.4	\$1,112.16	6.0
VETERANS HOME	\$2,594,352.39	14,193.9	\$1,794,009.57	9,688.5	\$54,947.00	255.5
WORKFORCE DEVELOPMENT	\$2,690,589.59	12,282.8	\$1,672,019.28	7,781.1	\$219,152.64	823.5
GRAND TOTALS	\$62,932,361.76	288,381.5	\$34,755,634.43	162,509.5	\$5,149,133.54	23,269.4

-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 2013

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	\$1,593.40	12.2	\$36,454.45	145.3	\$6,387.47	23.8
AGRICULTURE	\$0.00	0.0	\$33,194.85	155.0	\$387.28	1.9
ALCOHOLIC BEVERAGES	\$10,660.09	73.7	\$7,355.10	46.7	\$0.00	0.0
AUDITOR	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
BANKING	\$0.00	0.0	\$4,591.98	12.5	\$0.00	0.0
BLIND	\$0.00	0.0	\$3,373.97	19.0	\$331.88	1.6
CIVIL RIGHTS	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
COLLEGE AID	\$0.00	0.0	\$1,747.90	8.3	\$904.99	3.2
CORRECTIONS	\$40,875.59	193.4	\$335,656.96	1,592.8	\$10,677.68	50.8
CREDIT UNION	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
CULTURAL AFFAIRS	\$0.00	0.0	\$3,414.58	13.5	\$407.16	1.5
ECONOMIC DEVELOPMENT	\$0.00	0.0	\$6,052.54	22.7	\$0.00	0.0
EDUCATION	\$167.31	0.8	\$33,503.76	121.1	\$4,196.49	17.1
ETHICS/CAMPAIGN DISCLOSURE	\$0.00	0.0	\$504.96	3.0	\$0.00	0.0
FINANCE AUTHORITY	\$0.00	0.0	\$17,878.01	57.7	\$0.00	0.0
GOVERNOR'S OFFICE	\$0.00	0.0	\$2,112.12	9.1	\$0.00	0.0
HUMAN RIGHTS	\$0.00	0.0	\$1,748.44	7.7	\$0.00	0.0
HUMAN SERVICES	\$80,981.61	456.6	\$169,376.54	857.8	\$15,971.49	75.5
INSPECTIONS AND APPEALS	\$3,760.69	12.3	\$49,627.99	193.6	\$3,437.84	14.7
INSURANCE	\$0.00	0.0	\$8,562.42	33.2	\$366.04	2.3
IOWA COMMUNICATIONS NTKW	\$0.00	0.0	\$20,294.94	70.2	\$1,324.00	3.0
IOWA DEPT OF AGING	\$0.00	0.0	\$899.51	4.0	\$0.00	0.0
IOWA PUBLIC TELEVISION	\$1,166.39	4.0	\$5,863.73	21.0	\$0.00	0.0
IPERS	\$0.00	0.0	\$6,906.38	28.1	\$503.17	1.9
JUSTICE	\$0.00	0.0	\$16,911.78	57.0	\$2,285.08	7.0
LAW ENFORCEMENT ACADEMY	\$214.01	0.7	\$1,179.36	5.8	\$0.00	0.0
LOTTERY	\$7,712.50	34.4	\$9,452.93	40.8	\$0.00	0.0
MANAGEMENT	\$0.00	0.0	\$274.62	0.8	\$0.00	0.0
NATURAL RESOURCES	\$13,958.50	64.2	\$25,913.28	109.5	\$6,369.10	25.2
PAROLE	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
PUBLIC DEFENSE	\$8,226.00	48.3	\$23,368.88	100.0	\$2,797.34	13.8
PUBLIC EMPLOYMENT RELATIONS	\$0.00	0.0	\$365.44	1.0	\$0.00	0.0
PUBLIC HEALTH	\$229.95	0.7	\$37,469.60	160.7	\$4,732.80	19.4
PUBLIC SAFETY	\$42,757.72	157.4	\$14,319.92	59.5	\$743.40	3.1
REVENUE	\$505.24	2.3	\$28,095.83	121.4	\$3,681.63	14.0
SECRETARY OF STATE	\$20.40	0.2	\$2,361.35	9.7	\$228.47	1.2
TRANSPORTATION	\$45,791.80	402.3	N/A	N/A	N/A	N/A
TREASURER	\$0.00	0.0	\$1,074.34	6.2	\$0.00	0.0
UTILITIES	\$0.00	0.0	\$3,920.65	15.9	\$537.28	1.7
VETERANS AFFAIRS	\$0.00	0.0	\$275.60	1.0	\$58.20	0.3
VETERANS HOME	\$0.00	0.0	\$0.00	0.0	\$0.00	0.0
WORKFORCE DEVELOPMENT	\$289.19	1.5	\$59,543.15	281.4	\$14,220.29	64.0
GRAND TOTALS	\$258,910.39	1,465.0	\$973,647.86	4,393.0	\$80,549.08	347.0

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.

[illegible]

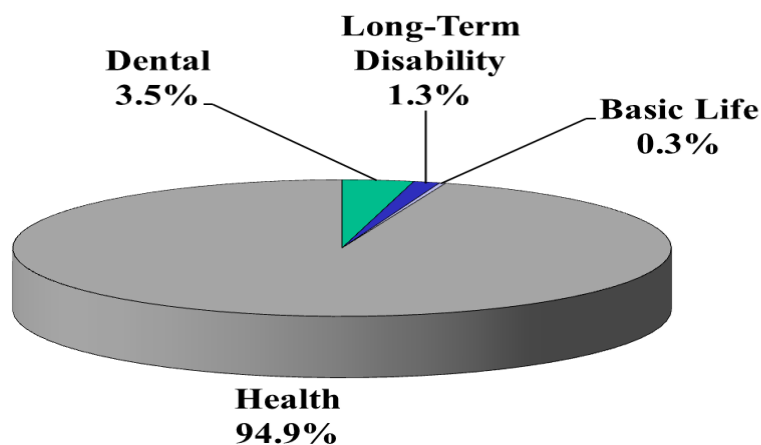
CALENDER YEAR 2013 GROUP INSURANCE BENEFITS FACTS

Insurance Type	Funding Type	Who Pays What?	Projected Year 2013 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 = \$128,795,723	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 \$188,926,534	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 \$19,051,726	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 \$1,047,116	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 \$2,517,088		
LONG TERM DISABILITY	Fully Insured	State pays 100%	Total Projected Cost Equals \$4,097,512	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 2013



January 1, 2013 - December 31, 2013*					
Type Of Insurance	State Contribution	Percent of Total	Employee Contribution	Percent of Total	Total Premium
Health					
Wellmark BCBS	\$118,585,099	72.4%	\$10,210,624	6.2%	\$128,795,723
MCOs	\$188,777,849	99.9%	\$148,685	0.1%	\$188,926,534
Subtotal	\$307,362,948	96.7%	\$10,359,309	3.3%	\$317,722,257
Dental	\$11,329,266	59.5%	\$7,722,460	40.5%	\$19,051,726
Life					
Basic	\$1,047,116	100.0%	0	0.0%	\$1,047,116
Optional	\$0	0.0%	\$2,517,088	100.0%	\$2,517,088
Subtotal	\$1,047,116	29.4%	\$2,517,088	70.6%	\$3,564,204
Long Term Disability	\$4,097,512	100.0%	\$0	0.0%	\$4,097,512
Total	\$323,836,842	94.0%	\$20,598,857	6.0%	\$344,435,699

* Projections use the July 2013 active employee enrollment. Regents' professional and faculty employees are not included in the calculations.

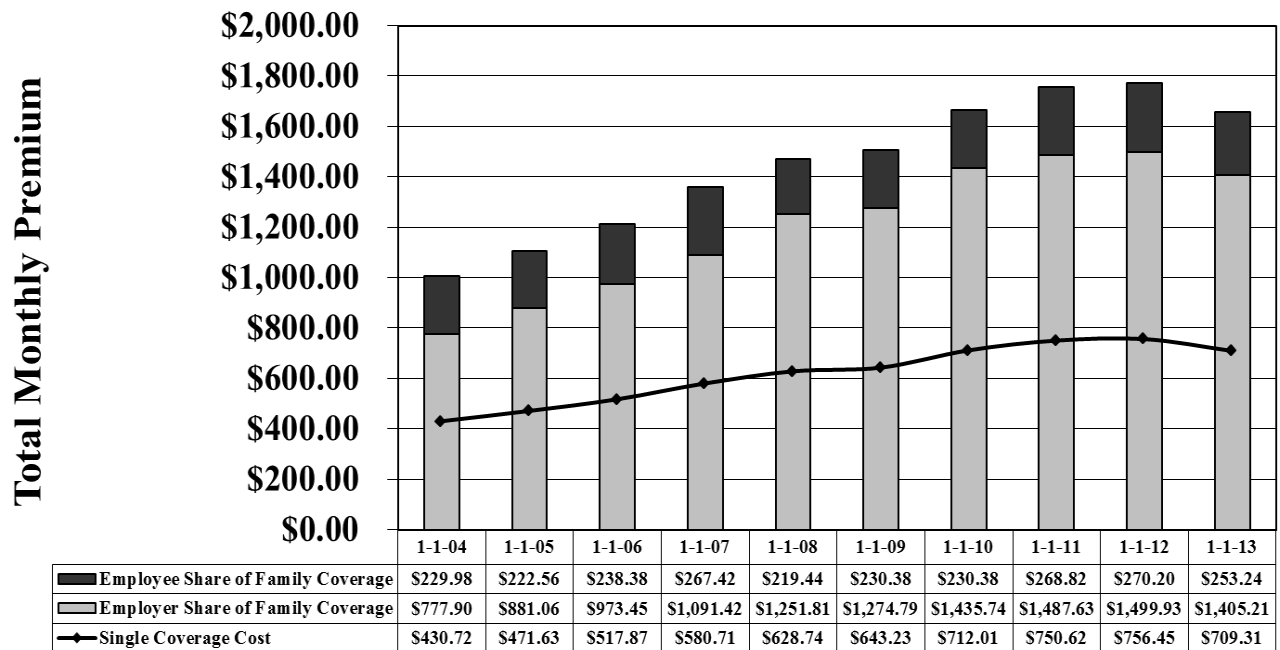
** Does not include SPOC.

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

Health Plan Provider Premium Comparisons

			2012				2013		
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)	\$756.45	\$756.45	\$0.00	-6.2%	\$709.31	\$709.31	\$0.00
		(F)	\$1,770.13	\$1,499.93	\$270.20	-6.3%	\$1,658.45	\$1,405.21	\$253.24
	Deductible 3 Plus	(S)	\$760.48	\$760.48	\$0.00	-6.2%	\$713.09	\$713.09	\$0.00
		(F)	\$1,779.59	\$1,499.93	\$279.66	-6.3%	\$1,667.32	\$1,405.20	\$262.12
	Iowa Select	(S)	\$754.11	\$754.11	\$0.00	-6.2%	\$707.05	\$707.05	\$0.00
		(F)	\$1,764.61	\$1,499.93	\$264.68	-6.3%	\$1,653.18	\$1,405.20	\$247.98
	Blue Access	(S)	\$471.85	\$471.85	\$0.00	-6.5%	\$440.96	\$440.96	\$0.00
		(F)	\$1,104.11	\$1,104.11	\$0.00	-6.7%	\$1,030.49	\$1,030.49	\$0.00
	Blue Advantage	(S)	\$454.32	\$454.32	\$0.00	-6.6%	\$424.43	\$424.43	\$0.00
		(F)	\$1,063.14	\$1,063.14	\$0.00	-6.7%	\$991.86	\$991.86	\$0.00

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



NOTE: Program 3-Plus shown because as of 07/01/13, over 15.1% of health contract holders were in this plan.

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

Health Plan Enrollments as of 07/01/13

(ACTIVE EMPLOYEES ONLY)

Wellmark	Single	Family	Double Spouse	Combined	Percentage Enrolled
Plan 3 Plus	2,394	1,139	385	3,918	15.1%
Deductible 3 Plus	330	265	49	644	2.5%
Iowa Select	1,870	1,506	226	3,602	13.9%
Subtotal	4,594	2,910	660	8,164	31.4%
Managed Care Plans					
Blue Access	2,552	11,343	291	14,186	54.6%
Blue Advantage	443	3,118	66	3,627	14.0%
Subtotal	2,995	14,461	357	17,813	68.6%
Total Health	7,589	17,371	1,017	25,977	100.0%
Total Dental	9,698	15,430	864	25,992	

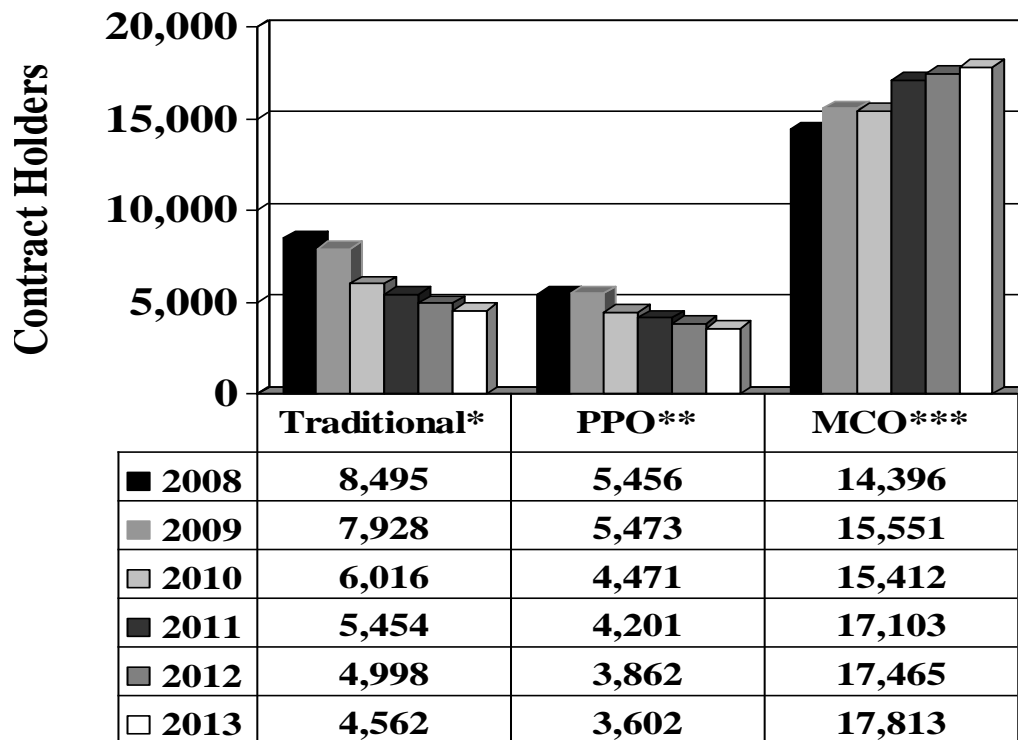
NOTE: Contract Holders are all employees in a particular plan that holds a contract. Therefore, contracts that cover a double spouse situation are counted only once. Contract holders include Legislative, Judicial, or Executive Branch employees (*Includes Fair Authority, Community-Based Corrections, and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

NOTE: Does not include SPOC.

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

Health Plan Enrollments as of 07/01/13

(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
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
1-1-13**	\$29.13	\$0.00	\$39.15	\$39.14

* 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 06	FY 07	FY 08	FY 09
NEW CLAIMS	591	536	576	739
PROTESTS	222	205	168	217
% In Favor of Employer	76.0%	80.0%	76.8%	82.0%
BENEFIT CHARGES PAID	\$813,686.00	\$710,370.00	\$716,107.00	\$835,943.92
SERVICE FEE	\$22,893.00	\$27,643.00	\$28,126.00	\$28,930.00
TOTAL COSTS	\$836,579.00	\$738,013.00	\$744,233.00	\$864,873.92
Credit Balances (Returned to General Fund)	\$28,449.00	\$29,986.00	\$14,409.00	\$31,249.77
NET COSTS (Total Costs - Credits Returned)	\$808,130.00	\$708,027.00	\$729,824.00	\$833,624.15
	FY 10	FY 11	FY 12	FY 13
NEW CLAIMS	2,765	841	715	649
PROTESTS	354	333	255	259
% In Favor of Employer	78.0%	80.0%	75.7%	69.6%
BENEFIT CHARGES PAID	\$1,870,950.04	\$2,117,847.60	\$1,501,719.39	\$1,318,515.94
SERVICE FEE	\$29,407.00	\$27,335.00	\$26,329.38	\$20,142.00
TOTAL COSTS	\$1,900,357.04	\$2,145,182.60	\$1,528,048.77	\$1,338,657.94
Credit Balances (Returned to General Fund)	\$69,096.12	\$100,071.50	\$91,434.23	\$4,838.66
NET COSTS (Total Costs - Credits Returned)	\$1,831,260.92	\$2,045,111.10	\$1,436,614.54	\$1,333,819.28

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 2013

DEPARTMENT	Total Claims	Claims		Claim Decisions Received	Claim Decisions	
		Protested	Not Protested		Favorable	Unfavorable
ADMINISTRATIVE SERVICES	18	5	13	5	4	1
AGRICULTURE	5	1	4	1	1	0
ALCOHOLIC BEVERAGES	5	2	3	2	0	2
AUDITOR	*	*	*	*	*	*
BANKING	0	0	0	0	0	0
BLIND	1	0	1	0	0	0
CIVIL RIGHTS	*	*	*	*	*	*
COLLEGE AID	5	0	5	0	0	0
CORRECTIONS	56	39	17	39	35	4
CREDIT UNION	1	0	1	0	0	0
CULTURAL AFFAIRS	4	0	4	0	0	0
ECONOMIC DEVELOPMENT	5	0	5	0	0	0
EDUCATION	14	2	12	2	1	1
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0
FINANCE AUTHORITY	2	1	1	1	1	0
GOVERNOR'S OFFICE	4	1	3	1	1	0
HUMAN RIGHTS	2	1	1	1	0	1
HUMAN SERVICES	161	103	58	99	64	35
INSPECTIONS AND APPEALS	11	1	10	1	0	1
INSURANCE	0	0	0	0	0	0
IOWA COMMUNICATIONS NTRWK	2	1	1	1	1	0
IOWA DEPT OF AGING	1	0	1	0	0	0
IOWA PUBLIC TELEVISION	0	0	0	0	0	0
IPERS	1	1	0	1	1	0
JUSTICE	1	0	1	0	0	0
LAW ENFORCEMENT ACADEMY	2	1	1	1	1	0
LOTTERY	2	1	1	1	1	0
MANAGEMENT	0	0	0	0	0	0
NATURAL RESOURCES	52	3	49	3	2	1
PAROLE	2	1	1	1	1	0
PUBLIC DEFENSE	4	2	2	2	2	0
PUBLIC EMPLOYMENT RELATIONS	0	0	0	0	0	0
PUBLIC HEALTH	*	*	*	*	*	*
PUBLIC SAFETY	*	*	*	*	*	*
REVENUE	25	2	23	2	1	1
SECRETARY OF STATE	5	0	5	0	0	0
TRANSPORTATION	62	17	45	17	13	4
TREASURER	*	*	*	*	*	*
UTILITIES	2	0	2	0	0	0
VETERAN'S AFFAIRS	0	0	0	0	0	0
VETERAN'S HOME	68	59	9	59	36	23
WORKFORCE DEVELOPMENT	*	*	*	*	*	*
GRAND TOTALS	523	244	279	240	166	74

* 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

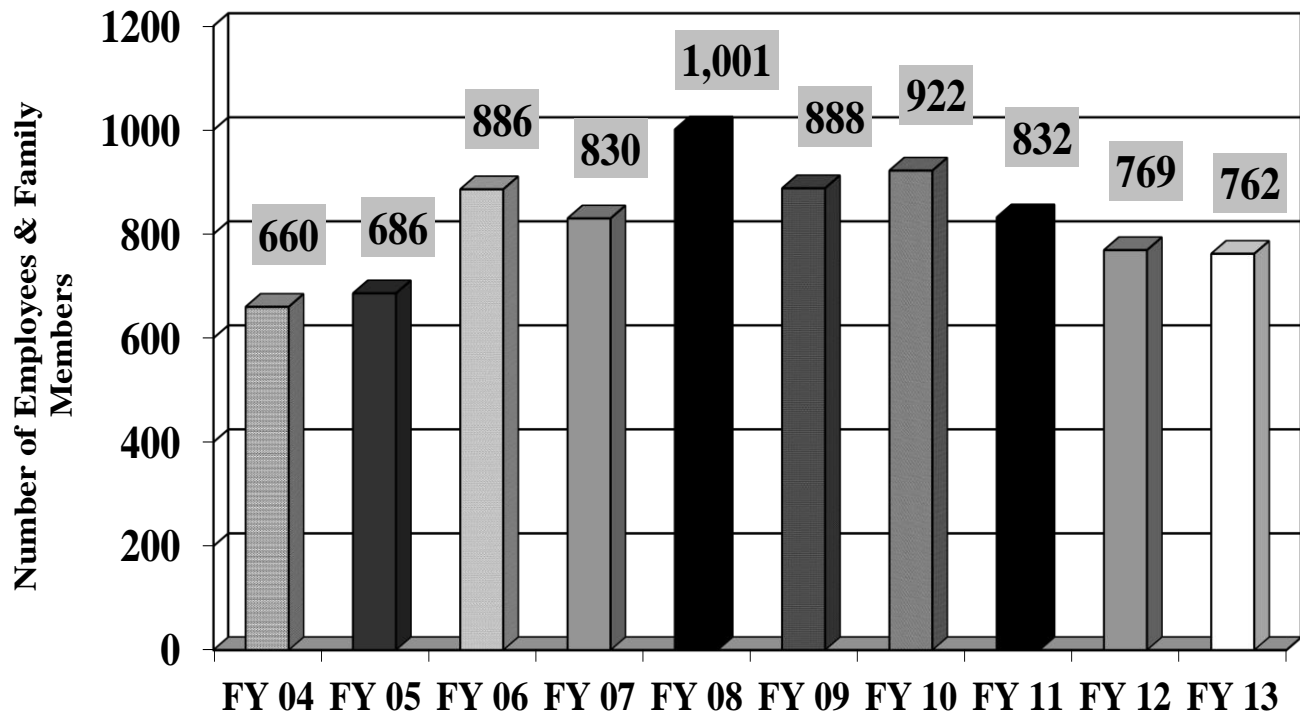
	FY 06	FY 07	FY 08	FY 09
Number of employees*	19,726	19,964	20,552	20,515
Number of clients served	886	830	1,001	888
Percent utilization	4.5%	4.2%	4.9%	4.3%
Number of counseling hours	1,608	1,265	1,382	1,540
Average number of counseling hours/client	1.81	1.52	1.38	1.73
EAP COSTS				
Counseling	\$126,499	\$110,403	\$107,808	\$120,142
Training	\$0	\$4,535	\$4,365	\$3,963
TOTAL	\$126,499	\$114,938	\$112,173	\$124,105
Average total counseling costs/client	\$142.78	\$133.02	\$126.53	\$135.29
Average cost/employee	\$6.41	\$5.76	\$5.46	\$6.05
	FY 10	FY 11	FY 12	FY 13
Number of employees*	18,444	19,009	18,608	18,183
Number of clients served	922	832	769	762
Percent utilization	5.0%	4.4%	4.1%	4.2%
Number of counseling hours	1,079	1,517	1,161	1,262
Average number of counseling hours/client	1.17	1.82	1.51	1.66
EAP COSTS				
Counseling	\$118,147	\$118,812	\$125,197	\$126,200
Training	\$3,780	\$2,389	\$11,855	\$2,565
TOTAL	\$121,927	\$121,201	\$137,052	\$128,765
Average total counseling costs/client	\$128.14	\$142.80	\$162.80	\$165.62
Average cost/employee	\$6.61	\$6.38	\$7.37	\$7.08

*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 2013

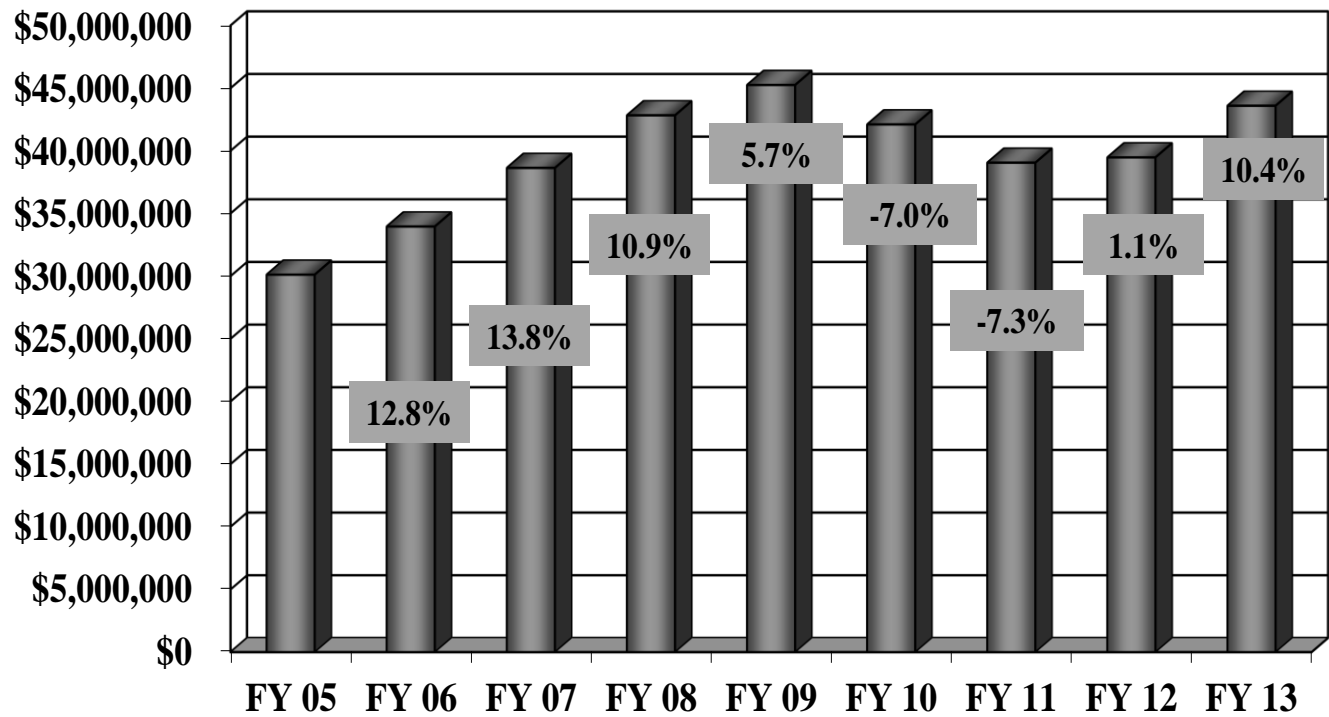
State Government	# Eligible	# Deferring	Participation
EXECUTIVE BRANCH			
AFSCME			
Clerical (001)	1,360	646	47.5%
Technical (002)	3,462	1,609	46.5%
Blue Collar (003)	2,101	1,149	54.7%
Fiscal & Staff (004/104)	2,509	1,749	69.7%
Security (006)	1,927	950	49.3%
Patient Care (011)	600	360	60.0%
Subtotal	11,959	6,463	54.0%
UE/IUP			
Social Services (005)	1,319	748	56.7%
Science (009)	431	294	68.2%
Social Services-IMW (015)	679	394	58.0%
Subtotal	2,429	1,436	59.1%
SPOC			
Public Safety (007)	603	497	82.4%
NONCONTRACT	3,315	2,186	65.9%
TOTAL	18,306	10,582	57.8%
JUDICIAL BRANCH			
AFSCME	670	383	57.2%
NONCONTRACT	1,030	675	65.5%
PPME	96	57	59.4%
TOTAL	1,796	1,115	62.1%
LEGISLATIVE BRANCH			
TOTAL	342	123	36.0%
COMMUNITY BASED CORRECTIONS			
TOTAL	1,045	777	74.4%
GRAND TOTAL	21,489	12,597	58.6%

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.

[illegible]

- Over 44% of the Executive Branch full-time workforce is employed in 25 job classes. There are over 725 job classes.
- Of the 837 non-promotional hires in Fiscal Year 2013, 62.7% were in 25 job classes.
- The Executive Branch new hire rate (the percentage of non-promotional hires to total workforce) has decreased from 7.6% in FY '06 to 4.6% in FY '13.
- Of the 1,324 employees who left Executive Branch employment in Fiscal Year 2013, 53.4% were in 25 job classes.
- The Executive Branch separation rate (the percentage of individuals who left Executive Branch employment to total workforce) increased from 5.2% in Fiscal Year 2006 to 7.3% in Fiscal Year 2013.
- A five-year average of separations shows that 51.0% 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 2013

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '13 Workforce
1	86406	Correctional Officer	1,441	7.9%
2	03201	Resident Treatment Worker	1,168	6.4%
3	03089	Income Maintenance Worker 2	616	3.4%
4	08121	Highway Technician Associate	589	3.2%
5	03011	Social Worker 2 (23013)	506	2.8%
6	00807	Workforce Advisor	273	1.5%
7	02020	Registered Nurse (82020)	262	1.4%
8	00026	Secretary 2 (90026)	243	1.3%
9	00018	Clerk - Specialist (90018)	242	1.3%
10	03016	Social Worker 3 (23016)	229	1.3%
11	00025	Secretary 1 (90025)	225	1.2%
12	00709	Administrative Assistant 2 (90709)	207	1.1%
13	00711	Executive Officer 2 (90711)	202	1.1%
14	00121	Information Technology Specialist 4 (90121)	187	1.0%
15	00708	Administrative Assistant 1 (90708)	180	1.0%
16	00122	Information Technology Specialist 5 (90122)	172	0.9%
17	00013	Typist-Advanced	170	0.9%
18	03345	Child Support Recovery Officer	167	0.9%
19	02002	Licensed Practical Nurse (82002)	163	0.9%
20	16005	Trooper 3	162	0.9%
21	00710	Executive Officer 1 (80710 & 90710)	152	0.8%
22	03040	Youth Services Worker	138	0.8%
23	04023	Program Planner 3 (94023)	135	0.7%
24	08375	Mechanic	133	0.7%
25	10170	Special Agent 2	129	0.7%
TOTAL			8,091	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 2013

Rank	Class Code	Class Title	Count	Percentage of Full-Time FY '13 Hires
1	86406	Correctional Officer	131	15.7%
2	03201	Resident Treatment Worker	104	12.4%
3	02020	Registered Nurse (82020)	35	4.2%
4	08121	Highway Technician Associate	26	3.1%
5	94584	Asst Auditor 1	22	2.6%
6	03011	Social Worker 2	20	2.4%
7	01071	Education Program Consultant	15	1.8%
8	02002	Licensed Practical Nurse (82002)	15	1.8%
11	03089	Income Maintenance Worker 2	12	1.4%
11	08375	Mechanic	12	1.4%
11	03040	Youth Services Worker	12	1.4%
15	00017	Clerk-Advanced	10	1.2%
15	00018	Clerk-Specialist	10	1.2%
15	86360	Motor Vehicle Officer	10	1.2%
15	00252	Warehouse Operations Worker	10	1.2%
19	03345	Child Support Recovery Officer	9	1.1%
19	02060	Community Health Consultant	9	1.1%
19	06299	Drivers License Clerk-Senior	9	1.1%
19	00786	Public Service Executive 4	9	1.1%
22	00708	Administrative Assistant 1 (& 90708)	8	1.0%
22	00025	Secretary 1 (& 90025)	8	1.0%
22	00025	Secretary 2 (& 90026)	8	1.0%
25	06298	Drivers License Clerk	7	0.8%
25	00633	Public Defender 1	7	0.8%
25	00807	Workforce Advisor	7	0.8%
Totals			525	62.7%

NOTE: There were 837 total non-promotional hires in Fiscal Year 2013.

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 06			FY 07			FY 08			FY 09		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	24	367	6.5%	28	375	7.5%	39	400	9.8%	26	402	6.5%
AGRICULTURE	28	385	7.3%	31	382	8.1%	34	392	8.7%	8	385	2.1%
ALCOHOLIC BEVERAGES	6	50	12.0%	22	61	36.1%	11	61	18.0%	7	59	11.9%
AUDITOR	13	107	12.1%	22	106	20.8%	25	110	22.7%	0	102	0.0%
BANKING	5	64	7.8%	2	64	3.1%	5	81	6.2%	3	80	3.8%
BLIND	2	97	2.1%	3	92	3.3%	2	89	2.2%	2	86	2.3%
CIVIL RIGHTS	0	23	0.0%	4	23	17.4%	4	26	15.4%	2	27	7.4%
COLLEGE AID	7	41	17.1%	10	46	21.7%	7	50	14.0%	7	55	12.7%
CORRECTIONS	201	2,920	6.9%	354	3,079	11.5%	312	3,151	9.9%	174	3,119	5.6%
CREDIT UNION	0	15	0.0%	0	13	0.0%	3	17	17.6%	0	14	0.0%
CULTURAL AFFAIRS	8	70	11.4%	6	71	8.5%	6	75	8.0%	0	70	0.0%
ECONOMIC DEVELOPMENT	6	127	4.7%	6	131	4.6%	17	147	11.6%	5	146	3.4%
EDUCATION	30	596	5.0%	33	573	5.8%	75	612	12.3%	53	637	8.3%
ENERGY INDEPENDENCE	**	**	**	**	**	**	**	**	**	0	4	0.0%
ETHICS/CAMPAIGN DISCLOSURE	0	6	0.0%	0	5	0.0%	1	6	16.7%	0	6	0.0%
FINANCE AUTHORITY	2	86	2.3%	1	83	1.2%	6	86	7.0%	7	82	8.5%
GOVERNOR'S OFFICE	7	40	17.5%	15	39	38.5%	7	49	14.3%	5	46	10.9%
HUMAN RIGHTS	3	55	5.5%	1	52	1.9%	7	56	12.5%	2	54	3.7%
HUMAN SERVICES	636	5,520	11.5%	561	5,625	10.0%	702	5,781	12.1%	403	5,767	7.0%
INSPECTIONS AND APPEALS	25	505	5.0%	34	514	6.6%	57	531	10.7%	19	536	3.5%
INSURANCE	12	87	13.8%	7	88	8.0%	8	88	9.1%	8	92	8.7%
IOWA COMMUNICATIONS NTRK	5	80	6.3%	7	84	8.3%	4	81	4.9%	4	86	4.7%
IOWA DEPT OF AGING	2	32	6.3%	4	32	12.5%	7	37	18.9%	3	36	8.3%
IOWA PUBLIC TELEVISION	4	116	3.4%	12	116	10.3%	1	111	0.9%	3	110	2.7%
IPERS	4	86	4.7%	2	82	2.4%	1	79	1.3%	0	77	0.0%
JUSTICE *	14	204	6.9%	29	241	12.0%	20	246	8.1%	20	256	7.8%
LAW ENFORCEMENT ACADEMY	3	27	11.1%	0	27	0.0%	1	26	3.8%	1	25	4.0%
LOTTERY	8	112	7.1%	5	111	4.5%	5	110	4.5%	6	109	5.5%
MANAGEMENT	1	28	3.6%	1	30	3.3%	1	32	3.1%	0	31	0.0%
NATURAL RESOURCES	43	928	4.6%	70	945	7.4%	68	974	7.0%	23	948	2.4%
PAROLE	1	10	10.0%	4	11	36.4%	2	11	18.2%	2	12	16.7%
PROFESSIONAL LICENSING	1	12	8.3%	2	14	14.3%	**	**	**	44	379	11.6%
PUBLIC DEFENSE	15	361	4.2%	28	354	7.9%	38	362	10.5%	0	10	0.0%
PUBLIC EMPLOYMENT RELATIONS	0	9	0.0%	0	9	0.0%	2	11	18.2%	29	445	6.5%
PUBLIC HEALTH	25	410	6.1%	36	407	8.8%	46	432	10.6%	33	994	3.3%
PUBLIC SAFETY	116	948	12.2%	60	953	6.3%	71	990	7.2%	**	**	**
REBUILD IOWA										16	376	4.3%
REVENUE	14	373	3.8%	14	362	3.9%	38	385	9.9%	1	37	2.7%
SECRETARY OF STATE	2	40	5.0%	5	36	13.9%	3	38	7.9%	102	3,032	3.4%
TRANSPORTATION	87	3,112	2.8%	140	3,045	4.6%	175	3,063	5.7%	2	25	8.0%
TREASURER	4	23	17.4%	7	24	29.2%	1	23	4.3%	2	66	3.0%
UTILITIES	3	89	3.4%	4	67	6.0%	2	68	2.9%	2	15	13.3%
VETERAN'S AFFAIRS	87	799	10.9%	90	813	11.1%	133	860	15.5%	76	857	8.9%
WORKFORCE DEVELOPMENT	48	766	6.3%	73	779	9.4%	85	805	10.6%	45	820	5.5%
GRAND TOTALS	1,502	19,726	7.6%	1,733	19,964	8.7%	2,032	20,552	9.9%	1,145	20,515	5.6%

* 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 10			FY 11			FY 12			FY 13		
	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate	Hires	Workforce	Rate
ADMINISTRATIVE SERVICES	5	350	1.4%	26	357	7.3%	20	344	5.8%	26	336	7.7%
AGRICULTURE	4	323	1.2%	13	332	3.9%	6	325	1.8%	16	323	5.0%
ALCOHOLIC BEVERAGES	19	62	30.6%	12	68	17.6%	23	75	30.7%	18	79	22.8%
AUDITOR	7	102	6.9%	38	109	34.9%	17	107	15.9%	23	106	21.7%
BANKING *	5	80	6.3%	5	81	6.2%	0	78	0.0%	2	76	2.6%
BLIND	5	85	5.9%	6	87	6.9%	3	88	3.4%	0	82	0.0%
CIVIL RIGHTS	0	26	0.0%	4	21	19.0%	5	26	19.2%	7	27	25.9%
COLLEGE AID	2	45	4.4%	1	44	2.3%	3	44	6.8%	4	35	11.4%
CORRECTIONS	105	2,742	3.8%	182	2,794	6.5%	74	2,718	2.7%	186	2,708	6.9%
CREDIT UNION	0	14	0.0%	1	14	7.1%	2	13	15.4%	2	13	15.4%
CULTURAL AFFAIRS	0	59	0.0%	5	63	7.9%	4	51	7.8%	7	52	13.5%
ECONOMIC DEVELOPMENT	4	115	3.5%	22	127	17.3%	11	123	8.9%	6	113	5.3%
EDUCATION	30	563	5.3%	61	615	9.9%	35	619	5.7%	27	607	4.4%
ENERGY INDEPENDENCE	11	23	47.8%	11	19	57.9%	**	**	**	**	**	**
ETHICS/CAMPAIGN DISCLOSURE	0	3	0.0%	4	5	80.0%	0	5	0.0%	1	5	20.0%
FINANCE AUTHORITY	5	82	6.1%	8	87	9.2%	7	89	7.9%	7	89	7.9%
GOVERNOR'S OFFICE	7	44	15.9%	27	33	81.8%	4	33	12.1%	5	30	16.7%
HUMAN RIGHTS	3	48	6.3%	2	46	4.3%	5	44	11.4%	3	44	6.8%
HUMAN SERVICES	235	5,021	4.7%	463	5,122	9.0%	317	5,110	6.2%	146	4,903	3.0%
INSPECTIONS AND APPEALS	10	478	2.1%	69	534	12.9%	16	525	3.0%	25	515	4.9%
INSURANCE	5	88	5.7%	13	94	13.8%	2	95	2.1%	4	93	4.3%
IOWA COMMUNICATIONS NTRK	1	77	1.3%	8	83	9.6%	6	82	7.3%	1	78	1.3%
IOWA DEPT OF AGING	3	31	9.7%	4	32	12.5%	3	32	9.4%	3	33	9.1%
IOWA PUBLIC TELEVISION	0	100	0.0%	2	99	2.0%	0	96	0.0%	2	92	2.2%
IPERS	3	78	3.8%	1	81	1.2%	1	78	1.3%	0	77	0.0%
JUSTICE ***	12	225	5.3%	22	238	9.2%	11	243	4.5%	8	238	3.4%
LAW ENFORCEMENT ACADEMY	1	20	5.0%	4	21	19.0%	2	22	9.1%	2	22	9.1%
LOTTERY	2	86	2.3%	16	102	15.7%	7	108	6.5%	1	107	0.9%
MANAGEMENT	0	22	0.0%	3	22	13.6%	0	22	0.0%	1	22	4.5%
NATURAL RESOURCES	37	896	4.1%	51	938	5.4%	13	921	1.4%	18	910	2.0%
PAROLE	2	8	25.0%	1	9	11.1%	0	8	0.0%	1	8	12.5%
PUBLIC DEFENSE	62	384	16.1%	64	433	14.8%	28	445	6.3%	6	419	1.4%
PUBLIC EMPLOYMENT RELATIONS	0	7	0.0%	0	8	0.0%	2	9	22.2%	1	10	10.0%
PUBLIC HEALTH	21	416	5.0%	31	421	7.4%	22	409	5.4%	17	409	4.2%
PUBLIC SAFETY	9	943	1.0%	34	938	3.6%	5	911	0.5%	16	885	1.8%
REBUILD IOWA	7	12	58.3%	**	**	**	**	**	**	**	**	**
REVENUE	2	299	0.7%	18	306	5.9%	13	289	4.5%	11	281	3.9%
SECRETARY OF STATE	1	30	3.3%	8	31	25.8%	1	28	3.6%	3	24	12.5%
TRANSPORTATION	167	2,747	6.1%	172	2,840	6.1%	40	2,777	1.4%	95	2,737	3.5%
TREASURER	5	25	20.0%	4	28	14.3%	1	28	3.6%	2	26	7.7%
UTILITIES	6	64	9.4%	5	61	8.2%	5	60	8.3%	5	60	8.3%
VETERAN'S AFFAIRS	0	13	0.0%	0	13	0.0%	0	12	0.0%	1	12	8.3%
VETERAN'S HOME	37	763	4.8%	51	764	6.7%	77	771	10.0%	111	773	14.4%
WORKFORCE DEVELOPMENT	149	845	17.6%	89	889	10.0%	5	745	0.7%	17	724	2.3%
GRAND TOTALS	989	18,444	5.4%	1,561	19,009	8.2%	796	18,608	4.3%	837	18,183	4.6%

* 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.

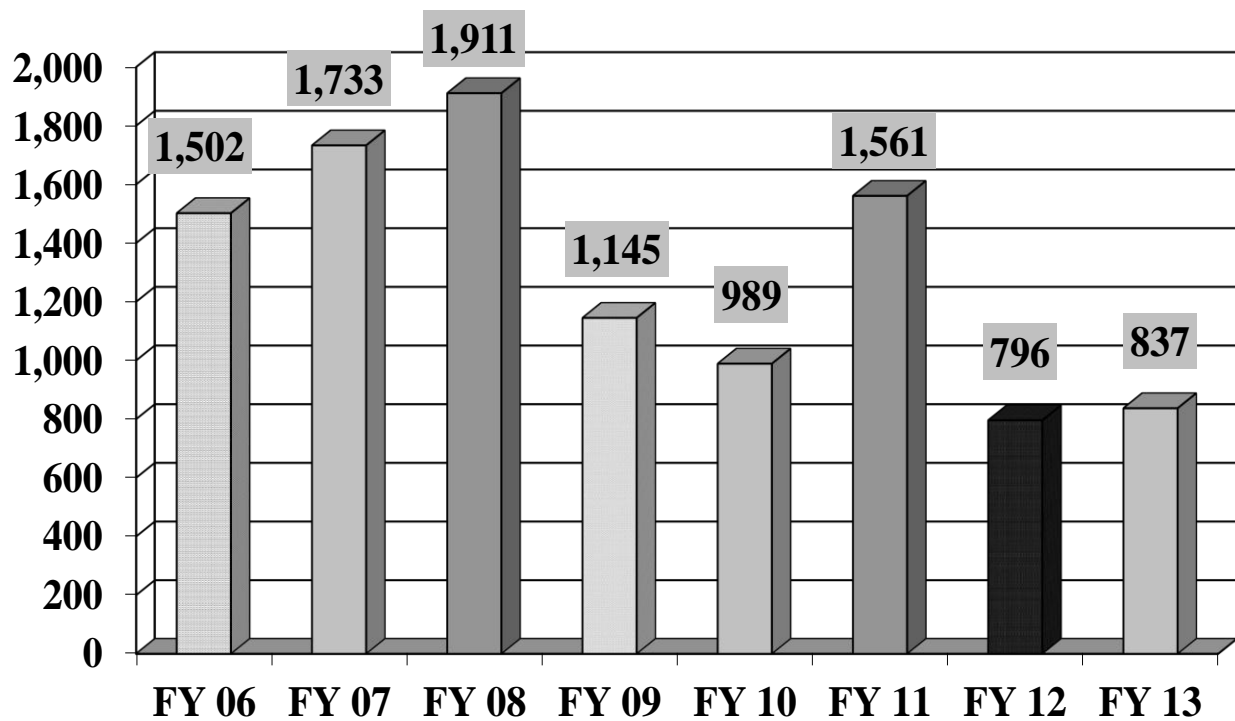
*** as of FY07 Justice includes the Consumer Advocate Office, which in previous years has been reported with Commerce-Utilities

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

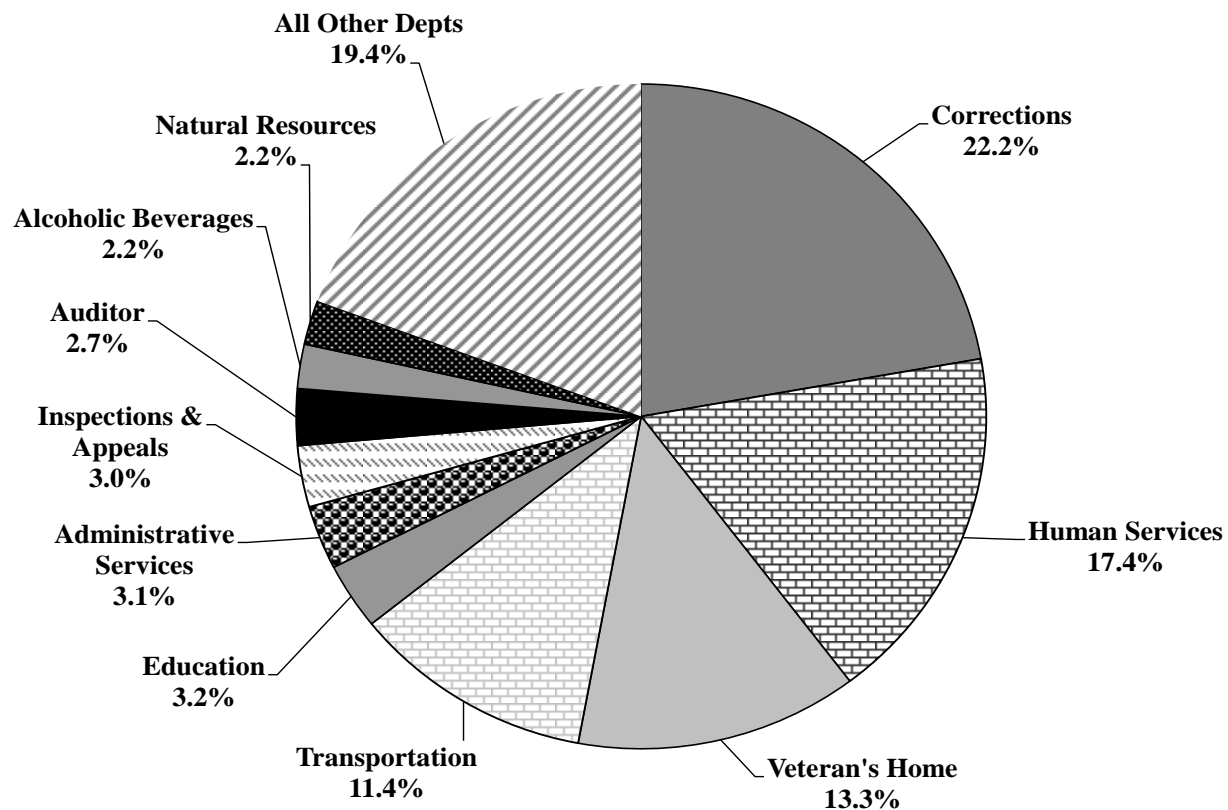


NOTE: New hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

-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 2013



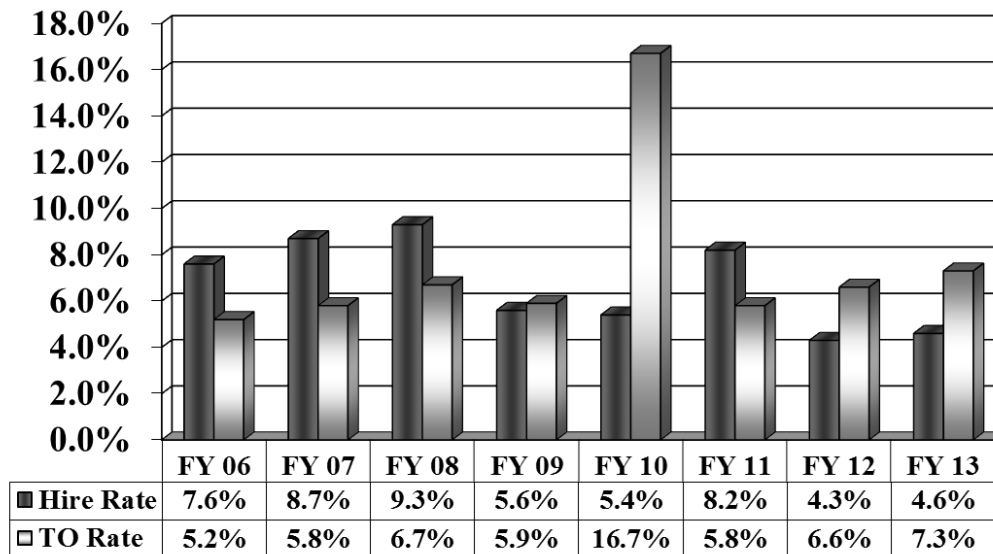
NOTE: Percentages are rounded and may not sum to exactly 100%.

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

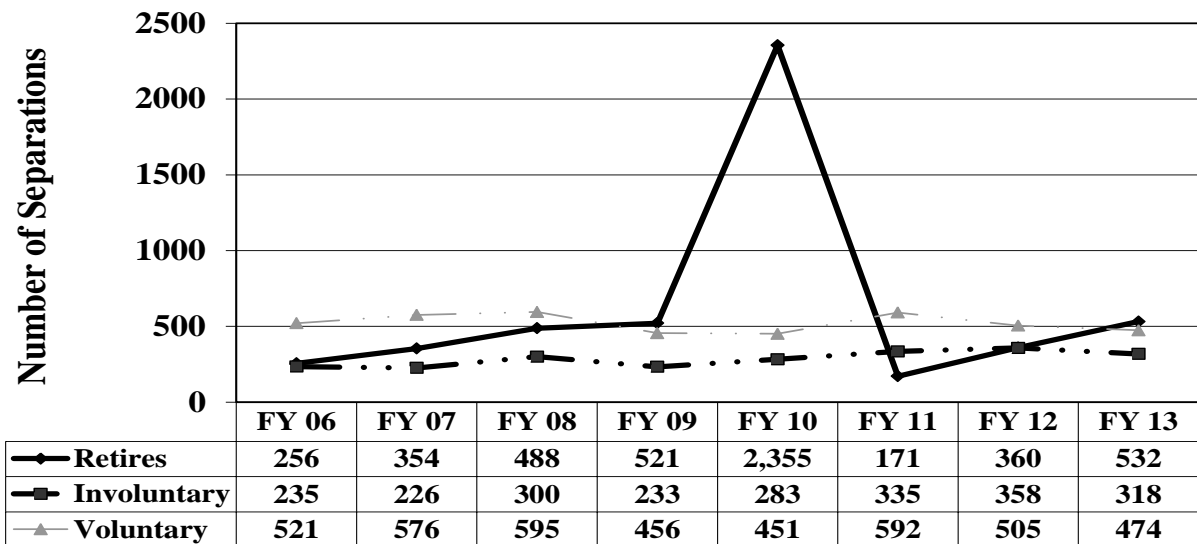


NOTE: Hires represent all non-promotional hires into state government. Not included are all promotional and transfer hires.

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

NOTE: The high turnover rate for FY 2010 is a result of a one-time early retirement program known as State Employee Retirement Incentive Program (SERIP).

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 2013

Rank	Class Code	Class Title	Separations Within Class	Percentage of FY '13 Separations
1	03201	Resident Treatment Worker	174	13.1%
2	86406	Correctional Officer	117	8.8%
3	08121	Highway Technician Associate	33	2.5%
4	02020	Registered Nurse (82020)	32	2.4%
5	03089	Income Maintenance Worker 2	25	1.9%
6	03011	Social Worker 2	24	1.8%
7	02002	Licensed Practical Nurse (82002)	23	1.7%
8	00026	Secretary 2 (90026)	20	1.5%
9	00807	Workforce Advisor	19	1.4%
10	00711	Executive Officer 2 (90711)	18	1.4%
11	00018	Clerk - Specialist	16	1.2%
12	03016	Social Worker 3	15	1.1%
13	00709	Administrative Assistant 2 (90709)	14	1.1%
15	00786	Public Service Executive 4	12	0.9%
15	00025	Secretary 1 (90025)	12	0.9%
18	01071	Education Program Consultant	11	0.8%
18	03040	Youth Services Worker	11	0.8%
18	07005	Custodial Worker	11	0.8%
20	00017	Clerk - Advanced	10	0.8%
20	86409	Senior Correctional Officer	10	0.8%
24	00252	Warehouse Operations Worker	9	0.7%
24	00784	Public Service Executive 3	9	0.7%
24	00787	Public Service Executive 5	9	0.7%
24	00710	Executive Officer 1 (90710)	9	0.7%
25		8 classes with 8 incumbents each	64	4.8%
TOTALS			707	53.4%

NOTE: There were a total of 1,324 individuals who separated from Executive Branch employment in Fiscal Year 2013.

-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 06			FY 07			FY 08			FY 09		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	7	4	11	7	3	10	8	3	12	12	8	5
AGRICULTURE	4	5	8	8	3	5	6	6	6	12	1	4
ALCOHOLIC BEVERAGES	1	2	5	1	5	1	0	2	5	0	6	1
AUDITOR	0	1	14	0	2	15	3	0	15	2	0	5
BANKING *	1	0	2	0	0	3	2	0	0	2	1	2
BLIND	1	1	0	3	4	2	1	0	1	3	0	2
CIVIL RIGHTS	0	0	0	1	0	2	0	0	1	1	0	0
COLLEGE AID	1	2	2	1	1	2	2	0	0	2	0	1
CORRECTIONS	36	40	69	27	35	80	72	53	102	68	45	83
CREDIT UNION	0	0	1	0	0	2	0	0	0	0	0	2
CULTURAL AFFAIRS	1	1	3	0	0	5	0	0	2	2	1	2
ECONOMIC DEVELOPMENT	0	0	12	2	2	4	0	1	7	0	2	4
EDUCATION	14	2	15	10	1	22	17	7	20	15	2	17
ENERGY INDEPENDENCE										0	0	0
ETHICS/CAMPAIGN DISCLOSURE	0	0	0	0	0	0	0	0	0	0	0	0
FINANCE AUTHORITY	0	0	2	1	1	4	0	1	1	5	3	3
GOVERNOR'S OFFICE	0	0	3	1	0	15	0	0	3	1	0	4
HUMAN RIGHTS	2	1	2	1	1	0	2	0	1	0	0	2
HUMAN SERVICES	62	111	193	58	95	188	148	125	221	152	88	180
INSPECTIONS AND APPEALS	6	2	10	4	5	12	12	6	19	7	3	9
INSURANCE	3	2	2	1	2	2	2	1	4	2	0	3
IOWA COMMUNICATIONS NTRWK	6	1	5	2	0	3	3	0	3	1	1	0
IOWA DEPT OF AGING	0	0	1	0	0	1	0	1	1	1	0	2
IOWA PUBLIC TELEVISION	1	0	1	2	1	7	2	1	1	1	0	0
IPERS	1	2	1	1	3	3	1	1	1	2	0	2
JUSTICE **	3	0	5	4	1	10	6	0	8	2	0	7
LAW ENFORCEMENT ACADEMY	2	0	1	0	0	0	2	0	0	0	0	0
LOTTERY	1	0	3	3	0	1	4	0	1	5	0	0
MANAGEMENT	0	0	1	0	0	2	0	0	2	0	0	0
NATURAL RESOURCES	16	3	12	11	4	16	19	8	15	30	6	12
PAROLE	0	0	1	0	0	1	0	0	0	0	1	0
PROFESSIONAL LICENSING	0	0	0	1	0	0	*	*	*	*	*	*
PUBLIC DEFENSE	9	3	15	5	5	14	5	7	14	15	5	10
PUBLIC EMPLOYMENT RELATIONS	0	1	0	0	0	0	0	0	0	1	0	0
PUBLIC HEALTH	2	1	7	4	0	25	8	5	10	9	2	6
PUBLIC SAFETY	9	4	15	24	6	12	15	2	9	16	5	7
REBUILD IOWA	**	**	**	**	**	**	**	**	**	**	**	**
REVENUE	8	3	3	3	1	6	14	4	3	10	6	5
SECRETARY OF STATE	1	0	2	0	0	1	1	0	0	1	0	0
TRANSPORTATION	33	19	33	147	22	36	90	28	36	96	22	28
TREASURER	0	1	2	0	2	3	0	0	1	0	0	0
UTILITIES	1	0	2	1	1	2	1	0	2	3	0	1
VETERAN'S AFFAIRS	11	15	44	8	15	40	15	30	43	0	1	1
VETERAN'S HOME										15	22	37
WORKFORCE DEVELOPMENT	13	8	13	12	5	19	27	8	25	27	2	9
GRAND TOTALS	256	235	521	354	226	576	488	300	595	521	233	456
AVERAGE AGE	61.68	43.28	39.02	62.19	42.82	39.17	61.64	42.98	39.29	61.91	43.44	38.98
AVERAGE LENGTH OF SERVICE	22.29	7.06	5.44	25.83	7.66	5.33	25.01	6.28	4.69	25.78	7.60	4.55

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 10			FY 11			FY 12			FY 13		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
ADMINISTRATION SERVICES	47	3	7	5	7	17	8	16	7	19	13	6
AGRICULTURE	53	6	6	1	5	6	7	0	7	12	3	3
ALCOHOLIC BEVERAGES	10	5	2	1	6	2	1	7	6	0	7	9
AUDITOR	4	0	4	0	3	0	1	2	13	1	0	19
BANKING *	2	1	2	3	0	2	2	0	2	3	0	3
BLIND	7	0	1	0	0	22	3	0	1	4	0	1
CIVIL RIGHTS	1	0	0	0	5	2	2	1	3	2	3	2
COLLEGE AID	4	0	2	0	0	2	1	1	0	4	0	3
CORRECTIONS	301	80	87	25	47	83	54	32	65	85	47	72
CREDIT UNION	0	0	0	1	0	0	0	0	3	1	1	0
CULTURAL AFFAIRS	7	2	1	0	2	1	4	3	5	3	2	2
ECONOMIC DEVELOPMENT	25	10	6	1	3	6	5	15	9	4	3	6
EDUCATION	86	4	14	8	3	14	16	5	15	24	3	18
ENERGY INDEPENDENCE	0	1	1	0	8	2	**	**	**	**	**	**
ETHICS/CAMPAIGN DISCLOSURE	3	0	0	0	0	0	0	0	1	0	0	1
FINANCE AUTHORITY	6	0	0	1	1	4	1	1	4	3	0	3
GOVERNOR'S OFFICE	0	2	5	2	0	21	0	0	2	0	0	3
HUMAN RIGHTS	8	0	1	1	1	3	2	1	1	1	0	2
HUMAN SERVICES	723	90	152	43	125	185	72	111	163	100	111	131
INSPECTIONS AND APPEALS	65	5	5	7	15	12	11	5	11	15	10	12
INSURANCE	7	0	3	0	0	3	0	0	3	3	1	1
IOWA COMMUNICATIONS NTRWK	8	0	2	0	1	1	1	1	3	2	2	2
IOWA DEPT OF AGING	6	2	1	1	2	1	2	1	0	1	1	1
IOWA PUBLIC TELEVISION	7	0	1	2	1	0	1	1	1	5	0	0
IPERS	2	0	0	1	0	0	2	0	1	2	1	0
JUSTICE ***	24	3	13	2	2	11	1	0	8	7	1	8
LAW ENFORCEMENT ACADEMY	7	0	0	2	1	0	0	0	1	0	1	3
LOTTERY	22	1	3	0	2	1	2	1	1	1	1	0
MANAGEMENT	3	3	1	0	0	1	0	0	1	1	0	0
NATURAL RESOURCES	78	3	3	3	1	13	17	6	11	22	6	8
PAROLE	2	3	1	0	1	0	2	1	0	0	1	0
PUBLIC DEFENSE	33	2	25	4	2	17	6	1	15	13	4	16
PUBLIC EMPLOYMENT RELATIONS	3	0	0	0	0	0	0	0	0	0	0	0
PUBLIC HEALTH	37	1	11	4	5	18	10	4	21	9	1	10
PUBLIC SAFETY	45	3	6	12	6	15	13	7	16	25	6	15
REBUILD IOWA	0	0	0	0	6	4	**	**	**	**	**	**
REVENUE	74	0	6	0	4	8	11	5	7	13	1	6
SECRETARY OF STATE	4	1	3	0	5	1	1	0	4	1	1	3
TRANSPORTATION	423	23	23	19	25	47	51	17	35	87	23	35
TREASURER	1	1	2	0	0	0	0	0	1	0	2	2
UTILITIES	6	0	1	2	3	2	3	1	5	3	0	3
VETERAN'S AFFAIRS	1	0	1	1	0	0	0	0	1	0	0	1
VETERAN'S HOME	86	19	35	9	23	39	19	34	28	18	57	42
WORKFORCE DEVELOPMENT	124	9	14	10	14	26	28	78	24	38	5	22
GRAND TOTALS	2,355	283	451	171	335	592	360	358	505	532	318	474
AVERAGE AGE	61.14	44.10	38.50	60.19	43.15	37.84	60.46	43.00	38.21	60.67	43.40	38.64
AVERAGE LENGTH OF SERVICE	26.42	7.19	4.70	22.81	6.82	4.70	22.40	6.45	5.11	25.11	7.83	5.43

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 '12	FT Employees FY '13	Hires	Transfer In	Retires	Terms	Quits	SLIP	Transfer Out	Hire Rate	Separation Rate
ADMINISTRATION SERVICES	344	336	26	6	9	13	6	10	3	9.41%	12.06%
AGRICULTURE	325	323	16	0	3	3	3	9	2	4.94%	6.17%
ALCOHOLIC BEVERAGES	75	79	18	1	0	7	9	0	0	24.68%	20.78%
AUDITOR	107	106	23	2	0	0	19	1	6	23.47%	24.41%
BANKING *	78	76	2	2	0	0	3	3	0	5.19%	7.79%
BLIND	88	82	0	0	0	0	1	4	0	0.00%	5.88%
CIVIL RIGHTS	26	27	7	2	0	3	2	2	1	33.96%	30.19%
COLLEGE AID	44	35	4	0	2	0	3	2	0	10.13%	17.72%
CORRECTIONS	2,718	2,708	186	13	26	47	72	59	10	7.34%	7.89%
CREDIT UNION	13	13	2	0	0	1	0	1	0	15.38%	15.38%
CULTURAL AFFAIRS	51	52	7	0	1	2	2	2	0	13.59%	13.59%
ECONOMIC DEVELOPMENT	123	113	6	0	3	3	6	1	3	5.08%	13.56%
EDUCATION	619	607	27	8	4	3	18	20	10	5.71%	8.97%
ETHICS/CAMPAIGN DISCLOSURE	5	5	1	0	0	0	1	0	0	20.00%	20.00%
FINANCE AUTHORITY	89	89	7	0	2	0	3	1	2	7.87%	8.99%
GOVERNOR'S OFFICE	33	30	5	1	0	0	3	0	3	19.05%	19.05%
HUMAN RIGHTS	44	44	3	0	1	0	2	0	0	6.82%	6.82%
HUMAN SERVICES	5,110	4,903	146	3	35	111	131	65	35	2.98%	7.53%
INSPECTIONS AND APPEALS	525	515	25	7	3	10	12	12	4	6.15%	7.88%
INSURANCE	95	93	4	0	2	1	1	1	1	4.26%	6.38%
IOWA COMMUNICATIONS NTWRK	82	78	1	1	0	2	2	2	0	2.50%	7.50%
IOWA DEPT OF AGING	32	33	3	1	0	1	1	1	1	12.31%	12.31%
IOWA PUBLIC TELEVISION	96	92	2	0	1	0	0	4	0	2.13%	5.32%
IPERS	78	77	0	2	1	1	0	1	0	2.58%	3.87%
JUSTICE	243	238	8	2	4	1	8	3	1	4.16%	7.07%
LAW ENFORCEMENT ACADEMY	22	22	2	1	0	1	3	0	0	13.64%	18.18%
LOTTERY	108	107	1	0	0	1	0	1	0	0.93%	1.86%
MANAGEMENT	22	22	1	0	0	0	0	1	0	4.55%	4.55%
NATURAL RESOURCES	921	910	18	5	8	6	8	14	1	2.51%	4.04%
PAROLE	8	8	1	0	0	1	0	0	0	12.50%	12.50%
PUBLIC DEFENSE	445	419	6	0	6	4	16	7	1	1.39%	7.87%
PUBLIC EMPLOYMENT RELATIONS	9	10	1	0	0	0	0	0	0	10.53%	0.00%
PUBLIC HEALTH	409	409	17	6	4	1	10	5	3	5.62%	5.62%
PUBLIC SAFETY	911	885	16	5	18	6	15	7	3	2.34%	5.46%
REVENUE	289	281	11	4	1	1	6	12	5	5.26%	8.77%
SECRETARY OF STATE	28	24	3	3	1	1	3	0	1	23.08%	23.08%
TRANSPORTATION	2,777	2,737	95	N/A	21	23	35	66	N/A	N/A	N/A
TREASURER	28	26	2	0	0	2	2	0	0	7.41%	14.81%
UTILITIES	60	60	5	0	0	0	3	3	0	8.33%	10.00%
VETERAN'S AFFAIRS	12	12	1	1	0	0	1	0	1	16.67%	16.67%
VETERAN'S HOME	771	773	111	7	8	57	42	10	3	15.28%	15.54%
WORKFORCE DEVELOPMENT	745	724	17	3	14	5	22	24	7	2.72%	9.80%
GRAND TOTALS	18,608	18,183	837	86	178	318	474	354	107	5.02%	7.78%

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 '12 FT employee headcount and FY '13 FT employee headcount. These two figures represent the beginning and the end FT employee headcounts for FY '13.

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.

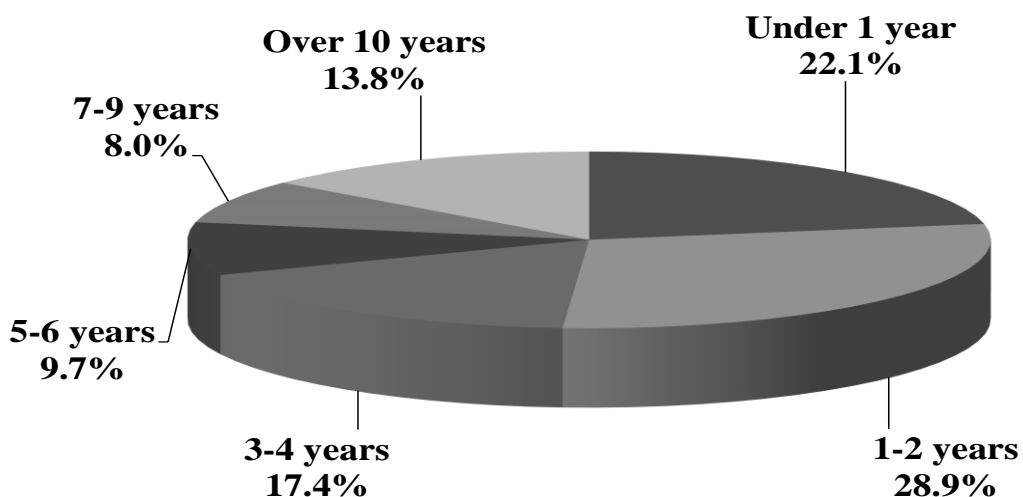
** Data not available.

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

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

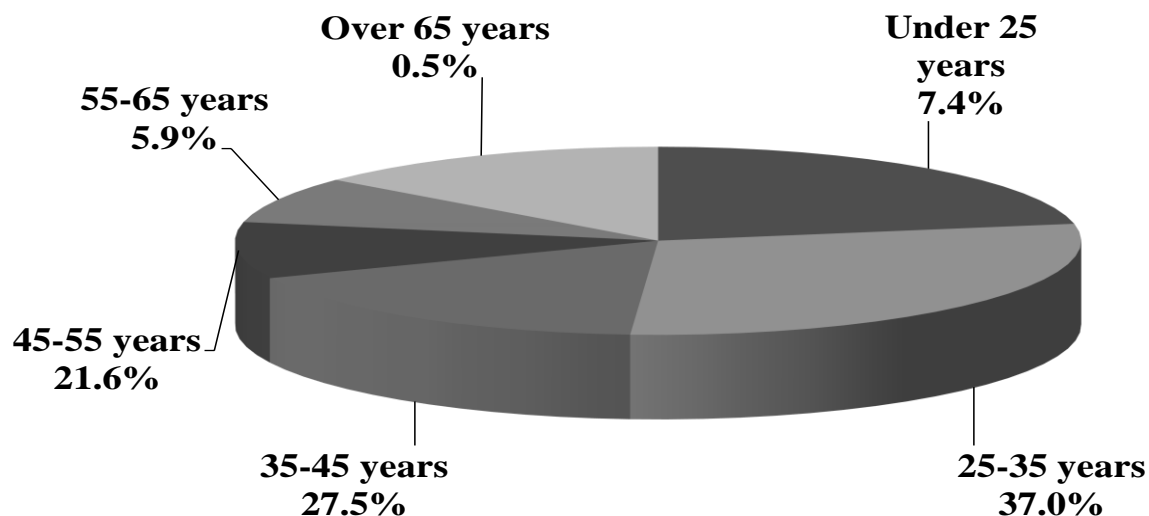
Voluntary Executive Branch Separations by Length of Service

(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 2013

DEPARTMENT	Vacation Payout *	Sick Leave Payout
ADMINISTRATIVE SERVICES	\$279,169.25	\$34,467.07
AGRICULTURE	\$157,979.74	\$22,161.37
ALCOHOLIC BEVERAGES	\$32,189.44	\$0.00
AUDITOR	\$61,226.63	\$2,000.00
BANKING	\$106,007.32	\$6,000.00
BLIND	\$60,518.28	\$8,000.00
CIVIL RIGHTS	\$46,116.69	\$4,000.00
COLLEGE AID	\$78,295.10	\$8,000.00
CORRECTIONS	\$982,611.93	\$149,818.15
CREDIT UNION	\$21,789.52	\$2,000.00
CULTURAL AFFAIRS	\$70,873.14	\$8,000.00
ECONOMIC DEVELOPMENT	\$88,141.61	\$7,451.12
EDUCATION	\$394,644.81	\$46,190.74
ETHICS/CAMPAIGN DISCLOSURE	\$3,231.54	\$0.00
FINANCE AUTHORITY	\$87,004.47	\$6,000.00
GOVERNOR'S OFFICE	\$26,735.54	\$0.00
HUMAN RIGHTS	\$27,457.66	\$2,000.00
HUMAN SERVICES	\$1,892,511.14	\$179,443.85
INSPECTIONS AND APPEALS	\$277,043.33	\$32,000.00
INSURANCE	\$65,552.03	\$6,048.17
IOWA COMMUNICATIONS NTWK	\$47,432.99	\$6,000.00
IOWA DEPT OF AGING	\$14,923.75	\$2,000.00
IOWA PUBLIC TELEVISION	\$88,273.36	\$10,000.00
IPERS	\$44,048.55	\$4,000.00
JUSTICE	\$167,427.66	\$10,052.35
LAW ENFORCEMENT ACADEMY	\$24,675.76	\$0.00
LOTTERY	\$81,823.32	\$2,000.00
MANAGEMENT	\$31,260.73	\$2,000.00
NATURAL RESOURCES	\$455,657.15	\$36,359.65
PAROLE	\$1,170.34	\$0.00
PUBLIC DEFENSE	\$137,559.96	\$23,088.19
PUBLIC EMPLOYMENT RELATIONS	\$6,038.86	\$0.00
PUBLIC HEALTH	\$155,868.82	\$14,732.32
PUBLIC SAFETY	\$489,943.53	\$18,164.87
REVENUE	\$284,009.92	\$26,000.00
SECRETARY OF STATE	\$48,633.69	\$2,000.00
TRANSPORTATION	\$1,714,445.75	\$156,979.00
TREASURER	\$5,781.12	\$0.00
UTILITIES	\$77,670.54	\$6,000.00
VETERANS AFFAIRS	\$58.30	\$0.00
VETERANS HOME	\$359,784.33	\$33,217.33
WORKFORCE DEVELOPMENT	\$524,931.60	\$67,238.28
GRAND TOTALS	\$9,520,519.20	\$943,412.46

* Vacation Payout includes Terminal Leave Payout.

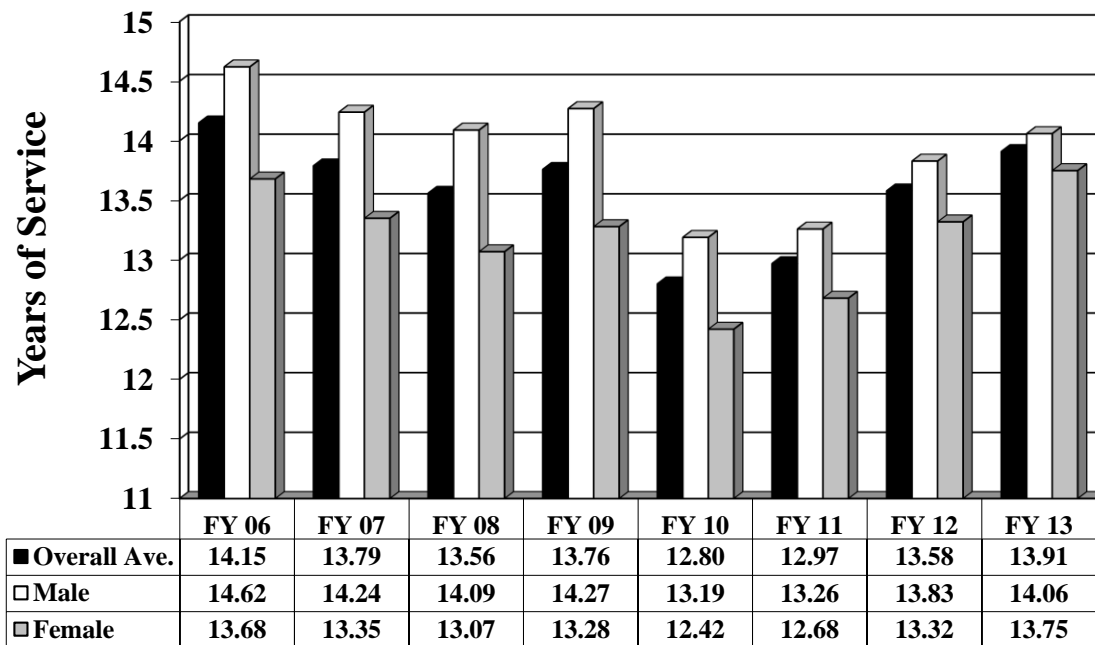
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

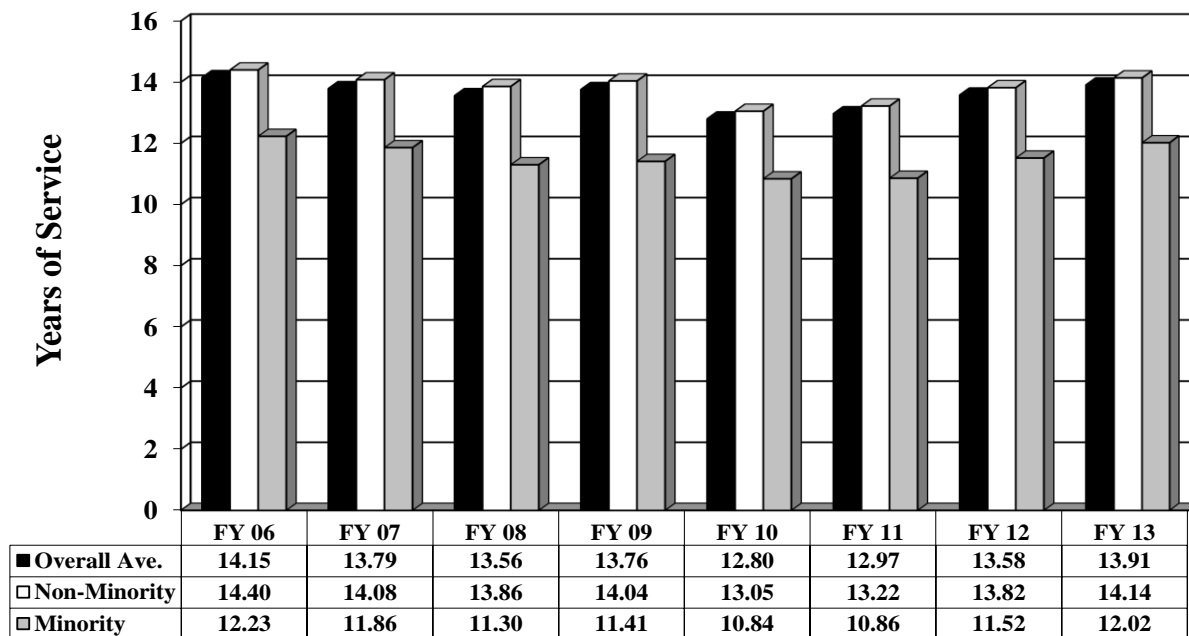
[illegible]

- The average age of the 18,183 full-time employees working in the Executive Branch was 47.13 years and the average time worked for the State was 13.91 years.
- On average, males were 47.02 years old and had worked for the State for 14.06 years.
- On average, females were 47.24 years old and had worked for the State for 13.75 years.
- Racial/ethnic minorities were, on average, 45.52 years old and had worked for the State for 12.02 years.
- Non-minorities were, on average, 47.26 years old and had worked for the State for 14.14 years.
- Over 59.4% of the total workforce was over 45 years of age.
- Over 72.5% of supervisors were over 45 years of age.
- Of the 42 agencies reported on, 33, or 78.6% had an average age 45 or older and only one 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 2013

Department	Workforce	Ave LOS	Ave Age
ADMINISTRATIVE SERVICES	336	14.44	49.49
AGRICULTURE	323	15.65	50.40
ALCOHOLIC BEVERAGES	79	6.94	43.83
AUDITOR	106	9.49	36.21
BANKING	76	17.61	46.93
BLIND	82	16.00	52.81
CIVIL RIGHTS	27	7.58	40.65
COLLEGE AID	35	8.76	40.87
CORRECTIONS	2,708	12.90	45.99
CREDIT UNION	13	11.99	42.09
CULTURAL AFFAIRS	52	13.21	50.67
ECONOMIC DEVELOPMENT*	113	10.69	46.49
EDUCATION	607	12.36	49.72
ETHICS/CAMPAIGN DISCLOSURE	5	4.55	42.51
FINANCE AUTHORITY	89	10.61	47.14
GOVERNOR'S OFFICE	30	4.20	40.25
HUMAN RIGHTS	44	12.93	49.49
HUMAN SERVICES	4,903	13.87	46.65
INSPECTIONS AND APPEALS	515	12.76	48.98
INSURANCE	93	14.58	50.96
IOWA COMMUNICATIONS NTWK	78	13.45	48.14
IOWA DEPT OF AGING	33	8.51	47.47
IOWA PUBLIC TELEVISION	92	16.82	49.69
IPERS	77	16.29	49.22
JUSTICE	238	14.12	48.03
LAW ENFORCEMENT ACADEMY	22	12.51	55.32
LOTTERY	107	13.24	50.02
MANAGEMENT	22	18.45	51.15
NATURAL RESOURCES	910	14.98	45.62
PAROLE	8	15.71	47.58
PUBLIC DEFENSE	419	10.13	47.36
PUBLIC EMPLOYMENT RELATIONS	10	10.30	51.31
PUBLIC HEALTH	409	12.42	48.51
PUBLIC SAFETY	885	15.35	43.27
REVENUE	281	16.58	49.45
SECRETARY OF STATE	24	14.99	46.04
TRANSPORTATION	2,737	16.42	48.35
TREASURER	26	9.55	40.48
UTILITIES	60	16.47	54.17
VETERAN'S AFFAIRS	12	6.93	57.50
VETERAN'S HOME	773	11.49	45.35
WORKFORCE DEVELOPMENT	724	13.33	49.88
GRAND TOTALS	18,183	13.91	47.13

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

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

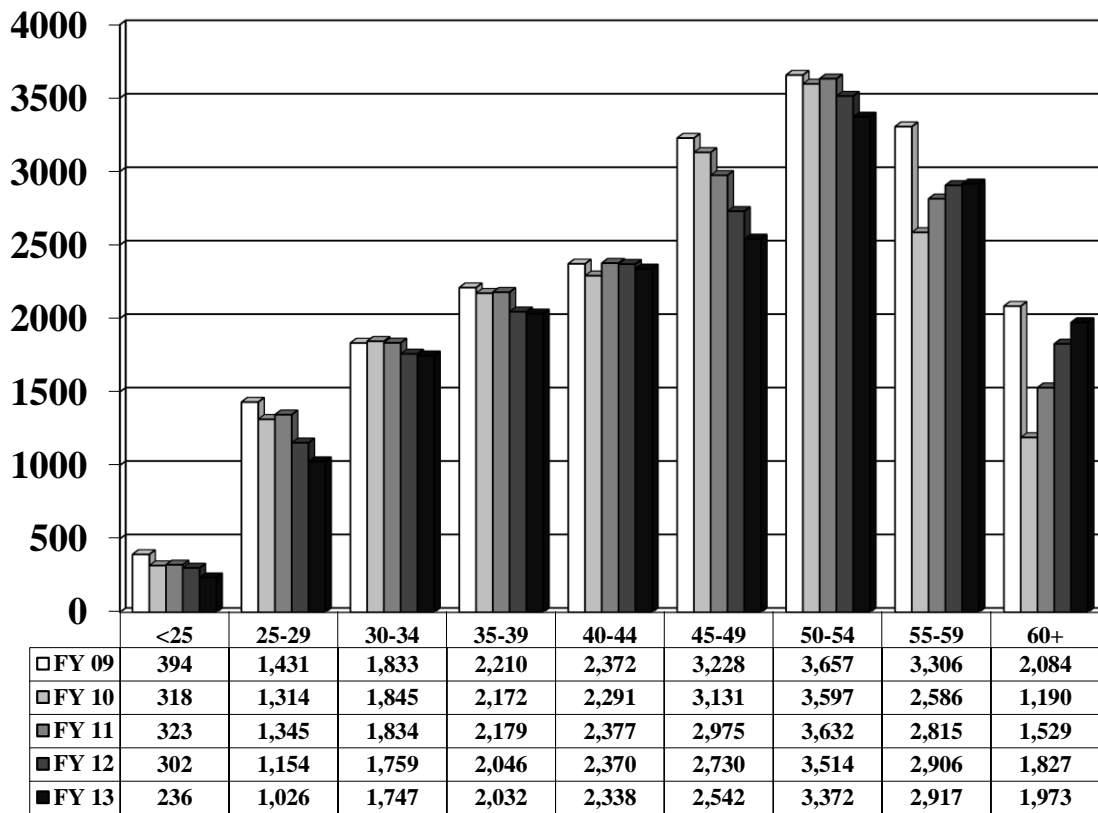
Age Groups by Department, Fiscal Year 2013

DEPARTMENT	< 25	25-34	35-44	45-54	55-64	65+
ADMINISTRATIVE SERVICES	1	35	67	119	106	8
AGRICULTURE	5	29	52	118	110	9
ALCOHOLIC BEVERAGES	2	25	17	15	18	2
AUDITOR	31	29	12	20	14	0
BANKING	1	13	15	26	21	0
BLIND	0	6	14	22	36	4
CIVIL RIGHTS	0	12	6	5	4	0
COLLEGE AID	3	9	9	10	4	0
CORRECTIONS	42	433	707	946	545	35
CREDIT UNION	0	3	5	4	1	0
CULTURAL AFFAIRS	0	10	5	13	18	6
ECONOMIC DEVELOPMENT	2	22	27	31	26	5
EDUCATION	1	68	137	176	202	23
ETHICS/CAMPAIGN DISCLOSURE	0	1	1	2	1	0
FINANCE AUTHORITY	2	15	20	26	23	3
GOVERNOR'S OFFICE	1	16	3	3	4	3
HUMAN RIGHTS	0	3	7	20	11	3
HUMAN SERVICES	68	793	1,228	1,555	1,178	81
INSPECTIONS AND APPEALS	1	54	119	167	159	15
INSURANCE	1	11	11	35	29	6
IOWA COMMUNICATIONS NTWK	0	4	27	27	19	1
IOWA DEPT OF AGING	0	5	7	11	10	0
IOWA PUBLIC TELEVISION	0	12	20	26	33	1
IPERS	0	4	24	32	16	1
JUSTICE	1	42	53	56	79	7
LAW ENFORCEMENT ACADEMY	0	0	3	5	12	2
LOTTERY	0	7	21	42	35	2
MANAGEMENT	0	1	4	9	8	0
NATURAL RESOURCES	0	185	271	254	180	20
PAROLE	0	2	2	1	2	1
PUBLIC DEFENSE	2	79	85	131	102	20
PUBLIC EMPLOYMENT RELATIONS	0	1	2	3	4	0
PUBLIC HEALTH	4	61	90	112	121	21
PUBLIC SAFETY	11	189	305	275	96	9
REVENUE	2	42	44	82	101	10
SECRETARY OF STATE	0	4	7	7	6	0
TRANSPORTATION	14	318	604	1,036	730	35
TREASURER	2	8	9	3	3	1
UTILITIES	0	2	6	21	25	6
VETERANS AFFAIRS	0	0	2	3	5	2
VETERANS HOME	39	144	158	250	176	6
WORKFORCE DEVELOPMENT	0	76	164	215	235	34
GRAND TOTALS	236	2,773	4,370	5,914	4,508	382
PERCENTAGES	1.3%	15.3%	24.0%	32.5%	24.8%	2.1%

-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 2009 through Fiscal Year 2013



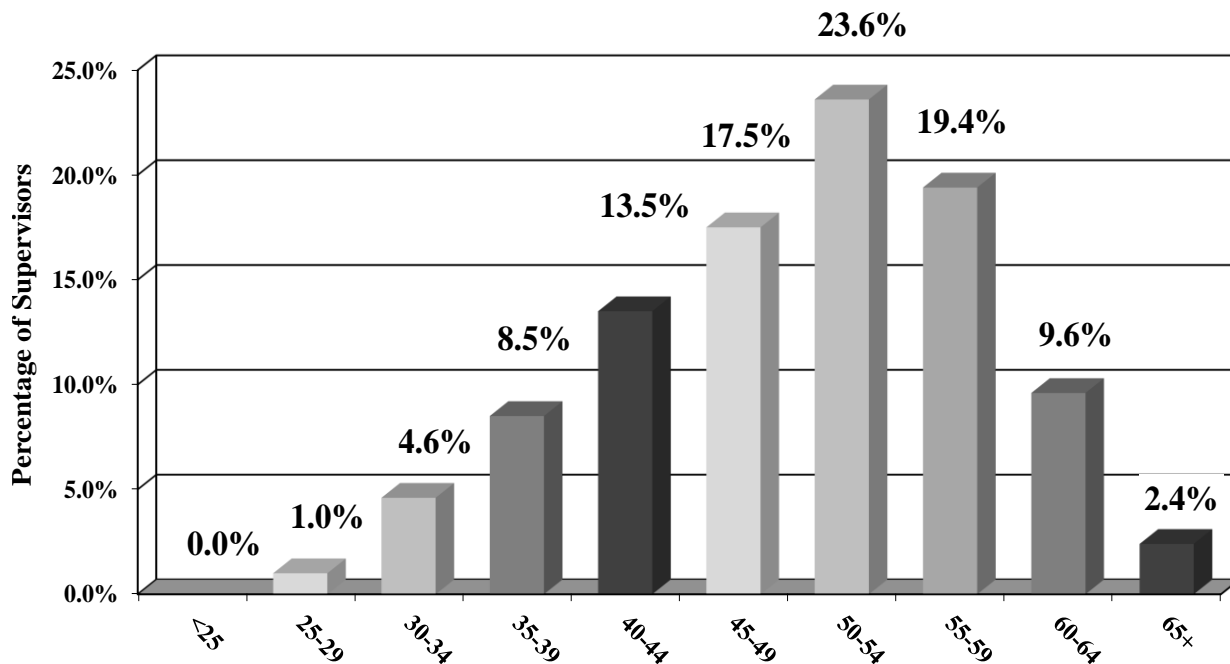
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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

Supervisors by Age Groups

Age Grp	FY 06		FY 07		FY 08		FY 09		FY 10		FY 11		FY 12		FY 13	
	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%	Count	%
<25	4	0.2%	1	0.1%	0	0.0%	0	0.0%	1	0.1%	2	0.1%	1	0.1%	0	0.0%
25-29	25	1.3%	26	1.4%	27	1.4%	28	1.4%	24	1.4%	15	0.9%	13	0.8%	17	1.0%
30-34	79	4.2%	88	4.6%	106	5.4%	84	4.3%	84	5.0%	72	4.3%	75	4.5%	75	4.6%
35-39	118	6.2%	138	7.3%	154	7.9%	172	8.8%	168	10.0%	157	9.4%	144	8.7%	139	8.5%
40-44	236	12.5%	247	13.0%	228	11.6%	231	11.8%	193	11.5%	198	11.9%	192	11.6%	220	13.5%
45-49	375	19.8%	363	19.1%	373	19.0%	350	17.9%	343	20.4%	304	18.2%	302	18.3%	285	17.5%
50-54	478	25.3%	466	24.6%	459	23.4%	457	23.3%	430	25.6%	444	26.6%	413	25.0%	385	23.6%
55-59	427	22.6%	410	21.6%	423	21.6%	431	22.0%	295	17.6%	305	18.3%	323	19.5%	316	19.4%
60-64	123	6.5%	132	7.0%	165	8.4%	175	8.9%	122	7.3%	153	9.2%	166	10.0%	156	9.6%
65+	26	1.4%	26	1.4%	25	1.3%	30	1.5%	19	1.1%	19	1.1%	25	1.5%	39	2.4%
Totals	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%	1,632	100.0%

Supervisors by Age Groups, Fiscal Year 2013

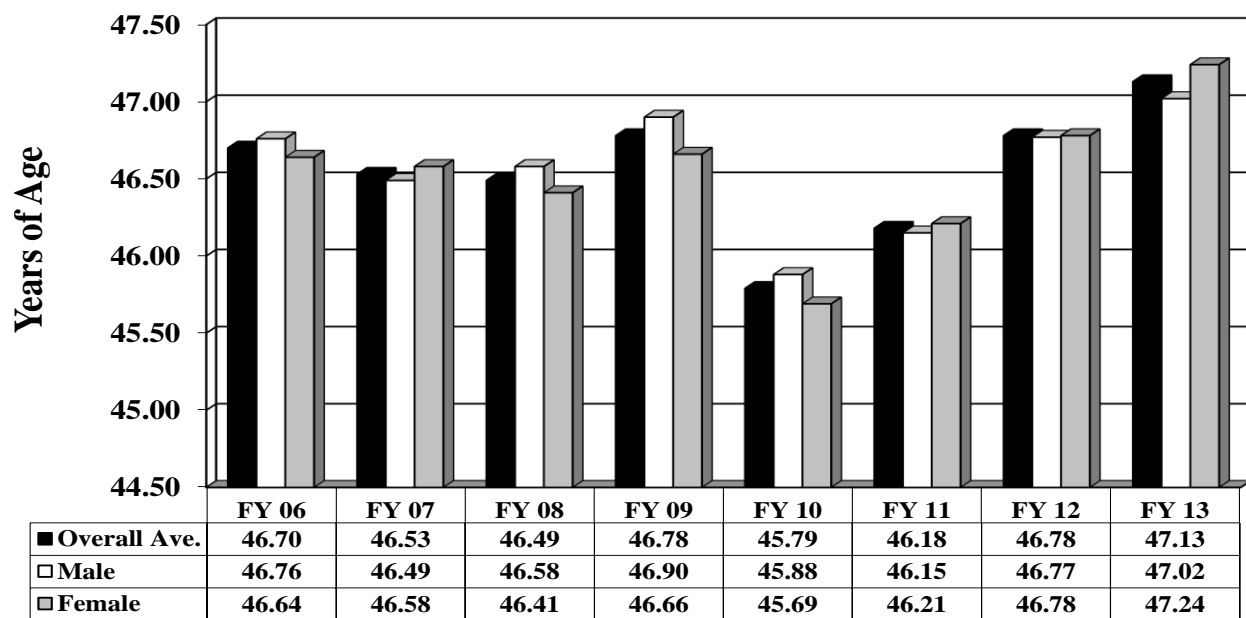


NOTE: Supervisors determined by identifying those designated as "Supervisory" under Bargaining Status in HRIS. Also, percentages are rounded and may not sum to exactly 100%.

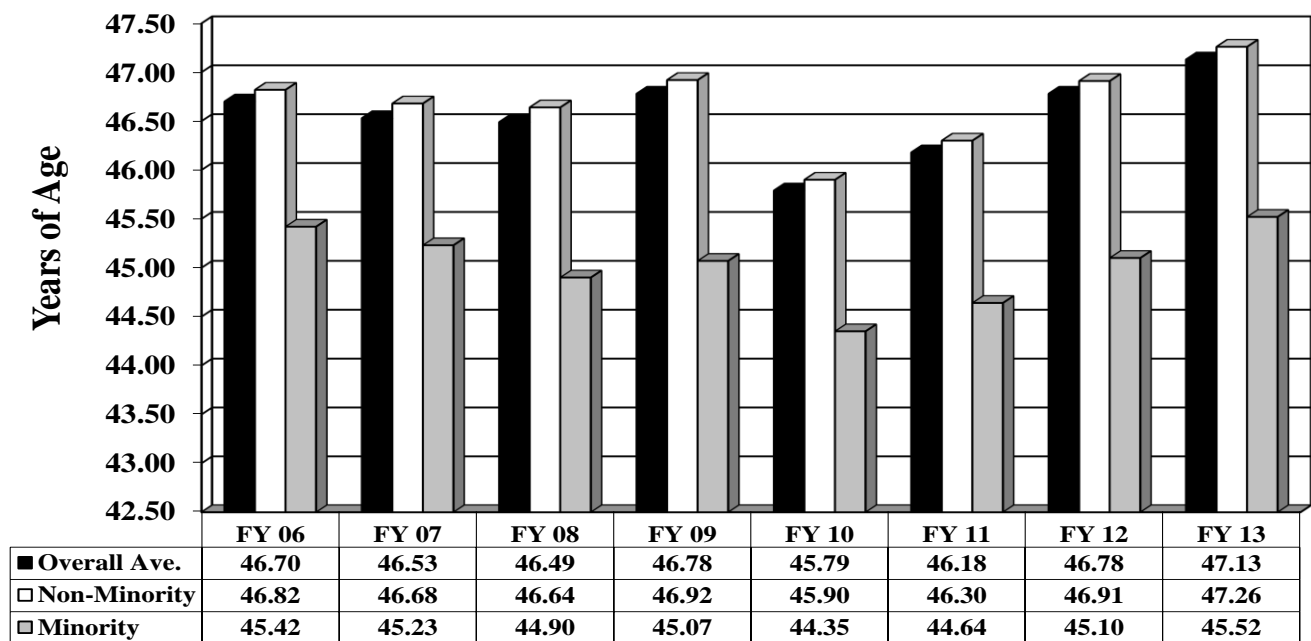
-Does not include Fair Authority, Community-Based Corrections, or Regents employees.

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.

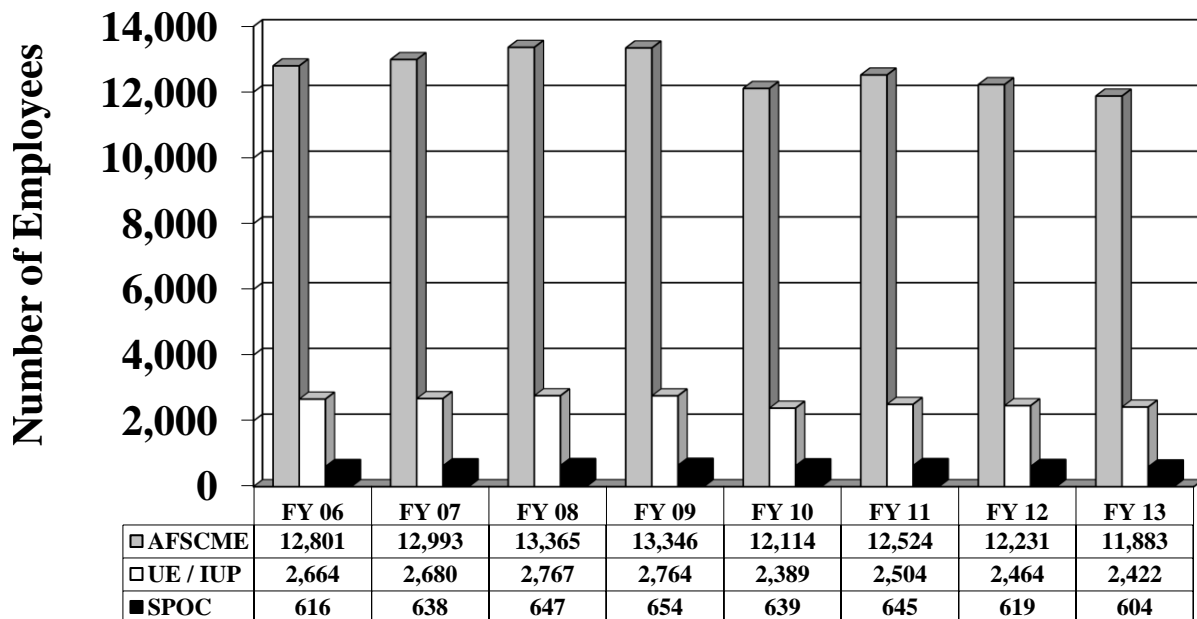
Source: Iowa Department of Administrative Services, HRE – Data Warehouse Query: PPeterson

[illegible]

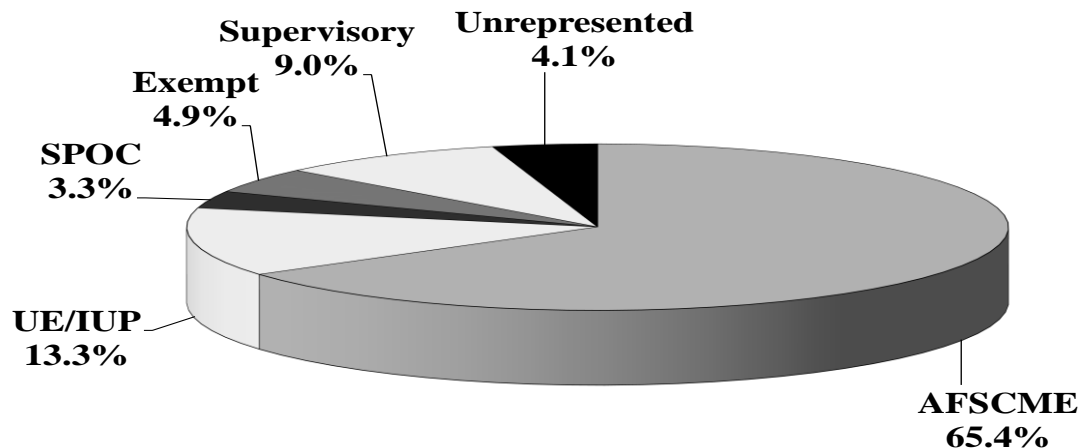
- Approximately 65.4% of the 18,183 full-time permanent Executive Branch employees were covered by American Federation of State, County, and Municipal Employees (AFSCME).
- The 11,883 employees covered by the AFSCME bargaining agreement earned an average annual salary of \$53,789.
- The 604 employees covered by the State Police Officers Council (SPOC) bargaining agreement earned an average annual salary of \$65,318.
- The 2,422 employees covered by the United Electrical/Iowa United Professionals (UE/IUP) bargaining agreement earned an average annual salary of \$59,194.
- The 3,274 Executive branch employees not covered by a bargaining agreement earned an average annual salary of \$80,578.
- Employees covered by the AFSCME bargaining agreement were, on average, 47.42 years old and had been employed in the Executive Branch for 13.50 years.
- Employees covered by the SPOC bargaining agreement were, on average, 40.14 years old and had been employed in the Executive Branch for 14.78 years.
- Employees covered by the UE/IUP bargaining agreement were, on average, 45.16 years old and had been employed in the Executive Branch for 13.57 years.

- 34% of the total retirements
- 79% of the total involuntary separations
- 67% of the total voluntary separations

Bargaining Unit Coverage



Percentage of Employees by Collective Bargaining Coverage, Fiscal Year 2013



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 2013

Bargaining Coverage	Category 1 Official / Administrator	Category 2 Professional	Category 3 Technician	Category 4 Protective Service: Sworn
AFSCME	350	3,557	1,185	1,971
IUP	0	1,652	770	0
SPOC	0	0	0	604
EXEMPT	136	556	47	0
SUPERVISORY	936	291	60	192
UNREPRESENTED	0	742	8	0
TOTALS	1,422	6,798	2,070	2,767
Bargaining Coverage	Category 5 Protective Service: Non- Sworn	Category 6 Admin Support	Category 7 Skilled Craft	Category 8 Service Maintenance
AFSCME	0	1,541	1,489	1,790
IUP	0	0	0	0
SPOC	0	0	0	0
EXEMPT	0	135	0	11
SUPERVISORY	0	0	74	79
UNREPRESENTED	0	0	0	0
TOTALS	0	1,676	1,563	1,880

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 06		FY 07		FY 08		FY 09	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	6,300	6,501	6,418	6,575	6,636	6,729	6,642	6,704
IUP	1,864	800	1,906	774	1,994	773	2,004	760
SPOC	38	578	40	598	45	602	49	605
EXEMPT	624	379	638	365	676	384	656	351
SUPERVISORY	796	1,095	811	1,086	846	1,114	860	1,098
UNREPRESENTED	297	454	311	442	318	435	331	455
SUBTOTALS	9,919	9,807	10,124	9,840	10,515	10,037	10,542	9,973
GRAND TOTALS	19,726		19,964		20,552		20,515	
Bargaining Coverage	FY 10		FY 11		FY 12		FY 13	
	Female	Male	Female	Male	Female	Male	Female	Male
AFSCME	5,951	6,163	6,095	6,429	5,923	6,308	5,725	6,158
IUP	1,742	647	1,831	673	1,804	660	1,779	643
SPOC	47	592	45	600	42	577	40	564
EXEMPT	574	308	593	316	587	312	582	310
SUPERVISORY	722	957	718	951	715	939	699	933
UNREPRESENTED	316	425	321	437	329	412	337	413
SUBTOTALS	9,352	9,092	9,603	9,406	9,400	9,208	9,162	9,021
GRAND TOTALS	18,444		19,009		18,608		18,183	

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 06			FY 07			FY 08			FY 09		
	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	11,884	681	236	11,979	716	298	12,289	792	284	12,273	799	274
IUP	2,488	156	20	2,494	164	22	2,561	176	30	2,545	188	31
SPOC	595	20	1	615	22	1	624	22	1	632	22	0
EXEMPT	949	39	15	950	41	12	995	49	16	949	44	14
SUPERVISORY	1,811	66	14	1,804	73	20	1,860	78	22	1,850	81	27
UNREPRESENTED	662	67	22	664	68	21	670	63	20	704	61	21
SUBTOTALS	18,389	1,029	308	18,506	1,084	374	18,999	1,180	373	18,953	1,195	367
GRAND TOTALS	19,726			19,964			20,552			20,515		
Bargaining Coverage	FY 10			FY 11			FY 12			FY 13		
	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	11,082	772	260	11,444	820	260	11,194	784	253	10,846	786	251
IUP	2,199	163	27	2,298	173	33	2,261	175	28	2,218	173	31
SPOC	620	19	0	625	19	1	600	18	1	586	17	1
EXEMPT	828	41	13	853	41	15	841	42	16	837	40	15
SUPERVISORY	1,580	74	25	1,561	73	35	1,547	72	35	1,524	70	38
UNREPRESENTED	660	63	18	679	61	18	659	63	19	669	63	18
SUBTOTALS	16,969	1,132	343	17,460	1,187	362	17,102	1,154	352	16,680	1,149	354
GRAND TOTALS	18,444			19,009			18,608			18,183		

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 06		FY 07		FY 08		FY 09	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,801	\$43,709	12,993	\$44,532	13,365	\$46,027	13,346	\$47,840
IUP	2,664	\$45,918	2,680	\$48,126	2,767	\$49,518	2,764	\$52,025
SPOC	616	\$50,559	638	\$51,461	647	\$53,430	654	\$55,335
EXEMPT	1,003	\$57,749	1,003	\$59,951	1,060	\$62,104	1,007	\$66,299
SUPERVISORY	1,891	\$71,769	1,897	\$73,517	1,960	\$76,269	1,958	\$79,028
UNREPRESENTED	751	\$69,457	753	\$70,971	753	\$73,250	786	\$76,386
GRAND TOTALS	19,726	\$48,605	19,964	\$49,762	20,552	\$51,441	20,515	\$53,619

Bargaining Coverage	FY 10		FY 11		FY 12		FY 13	
	Staff	Salary	Staff	Salary	Staff	Salary	Staff	Salary
AFSCME	12,114	\$48,113	12,524	\$49,782	12,231	\$51,822	11,883	\$53,789
IUP	2,389	\$52,541	2,504	\$54,284	2,464	\$56,743	2,422	\$59,194
SPOC	639	\$56,177	645	\$58,515	619	\$62,360	604	\$65,318
EXEMPT	882	\$66,657	909	\$65,529	899	\$68,374	892	\$70,800
SUPERVISORY	1,679	\$79,925	1,669	\$79,570	1,654	\$82,718	1,632	\$85,735
UNREPRESENTED	741	\$76,952	758	\$75,772	741	\$78,528	750	\$80,988
GRAND TOTALS	18,444	\$53,907	19,009	\$55,076	18,608	\$57,434	18,183	\$59,715

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.

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

Separations by Collective Bargaining Coverage

Bargaining Coverage	FY 06			FY 07			FY 08			FY 09		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	169	196	335	245	186	356	188	248	403	190	181	315
IUP	29	21	78	19	23	85	25	31	80	26	21	57
SPOC	10	1	5	12	1	2	7	2	5	9	3	4
EXEMPT	12	5	60	13	6	66	238	1	46	246	7	29
SUPERVISORY	25	9	29	54	8	40	19	11	26	44	16	30
UNREPRESENTED	11	3	14	11	2	27	11	7	35	6	5	21
TOTALS	256	235	521	354	226	576	488	300	595	521	233	456

Bargaining Coverage	FY 10			FY 11			FY 12			FY 13		
	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits	Retires	Terms	Quits
AFSCME	1,096	196	308	45	252	376	136	281	325	179	251	316
IUP	209	40	58	11	37	57	10	22	57	11	23	47
SPOC	12	0	3	7	0	8	4	3	13	11	3	11
EXEMPT	809	21	36	77	19	72	182	20	47	293	13	49
SUPERVISORY	175	16	31	22	22	55	21	20	32	34	24	29
UNREPRESENTED	54	10	15	9	5	24	7	12	31	4	4	22
TOTALS	2,355	283	451	171	335	592	360	358	505	532	318	474

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.

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

Average Age & Length of Service (LOS) by Collective Bargaining Coverage, Fiscal Year 2013

Bargaining Coverage	Number of Staff	Avg. LOS	Avg Age
AFSCME			
Clerical	1,340	13.63	49.76
Technical	3,384	13.93	46.53
Blue Collar	2,058	13.22	48.64
Fiscal & Staff	2,325	14.77	48.73
Fiscal & Staff (Field Status)	257	13.37	51.10
Security	1,932	12.02	44.04
Patient Care	587	11.50	47.31
Totals	11,883	13.50	47.42
UE/IUP			
Social Services	1,311	13.05	44.73
Science	430	14.67	46.55
Social Services-IMW	681	13.87	45.08
Totals	2,422	13.57	45.16
SPOC			
Public Safety	604	14.78	40.14
NONCONTRACT			
Exempt	892	12.98	46.16
Supervisory	1,632	18.19	50.17
Unrepresented	750	12.56	49.02
Totals	3,274	15.48	48.81
GRAND TOTAL	18,183	13.91	47.13

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.

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

[illegible]

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
Assistant Payments (413)

Inspections & Appeals -

Central Office (427)
State Public 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)
Homeland Security and Emergency Management (583)

Public Employment Relations (572)

Public Health (588)

Public Safety (595)

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.