Dept. of Administrative Services Facts - FY '07

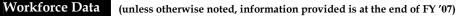
http://das.iowa.gov/index.html

General Information

Address: Hoover Building

1305 East Walnut Street, Level A

Des Moines, IA 50319



Span of Control: 10.88 % Performance Evaluations Completed: 80.1% Total Unemployment Insurance Claims: 1

Employee Age Groups			Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>		
<25	5	45-54	155	<25	0	45-54	18	# of Females:	165	# of Males:	210
25-34	30	55-64	110	25-34	0	55-64	12	% of WF:	44.00%	% of WF:	56.00%
35-44	71	65+	4	35-44	3	65+	0	Average Age:	49.98	Average Age:	48.33
Employee Average Age: 49.06			Supervisor Average Age: 52.35		Average Length of Service: 16.86		Average Length of Service: 13.87				

Minorities		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities:	33	# of African-American:	13	# of Non-minorities:	336
% of Workforce:	8.80%	# of Asian:	11	% of Workforce:	89.60%
Average Age:	49.08	# of American Indian:	3	Average Age:	49.02
Average Length of Service:	14.01	# of Hispanic or Latino:	6	Average Length of Service:	15.36

Persons With Disabili	<u>ties</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	43	# of Persons With Non-Disabilities: 309		
% of Workforce:	11.47%	% of Workforce:	82.40%	
Average Age:	52.99	Average Age:	48.22	
Average Length of Service:	20.36	Average Length of Service:	14.07	

Officials/Administrators	Professionals	Technicians	Protective Service: Sworn	
EEO Category 1: 41	EEO Category 2: 185	EEO Category 3: 26	EEO Category 4: 0	
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance	
EEO Category 5: 0	EEO Category 6: 30	EEO Category 7: 31	EEO Category 8: 62	
Separation Rate: 6.82%	Hire Rate: 10.10%	Number Hires: 28	Transfer In: 9	
Retirements: 7	All Terminations: 3	Voluntary Quits: 10	Transfer Out: 6	

# of Classes Used: 88	Most Populous Classes: Information Tech Specialist 5 (45), Custodial Worker (39), Advanced Personnel Mgmt Spec (20)					
Separations - By Class:	Custodial Worker (6), Executive Office	er 3 (2), 12 classes with 1 incumbent each				
# Eligible for Retirement:	81 in next 5 years	% Eligible: 21.60%				

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '07)

Vacation Payouts:	Sick Leave Payouts:	Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:
\$2,429,257.38	\$24,044.61	\$22,989,486.64	\$58,841	2,030.2
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:
\$485,664.02	\$3,678.40	\$1,250.00	\$5,032.37	\$20,000.00
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:
\$1,471,042.22	Value: \$1,765,714.93	7,649.6	\$1,673,796.61	7,760.6
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To
Used: 443	5,996.2	Expense:	2,949.5	Vacation Days Used:
		\$596,778.27		759.5
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:	
	Value:		7.87	Converted Sick Leave To
	\$1,294,048.48			Vacation Used Expense:
				\$184,450.40
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	Reclassifications	<u>Grievances</u>
Expense:	0	N/A	Up (Filled): 13	Contract Grievances: 3
\$0			Up (Vacant):	Disciplinary: 2
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 8	Language: 1
Expense:	173.1	\$9,373.96	Down (Vacant): 0	Non-Contract Grievances: 9
\$36,693.17			Lateral (Filled): 8	Disciplinary: 4
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 5
Expense:	18.5	\$0	Approx. Annual New Cost of	Arbitrations: 0
\$4,525.19			Reclassified Positions:*	
. ,			\$(4,213.20)	
1		1		

^{*} based on difference between average of old and new pay grade FY '07. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '08) RUU:	16	Minorities: Current Year (FY '08) RUU:	1	PWD: Year (FY '08) RUU:	N/A
Current Year (FY '08) Goal:	3	Current Year (FY '08) Goal:	1	Current Year (FY '08) Goal:	N/A

Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: July 30, 2008