

Dept. of Commerce, Alcoholic Bev. Div. Facts – FY '08

http://www.iowaabd.com/



General Information

Address: 1918 SE Hulsizer Road
Ankeny, IA 50021-3941

Workforce Data

(unless otherwise noted, information provided is at the end of FY '08)

# FT EEs: 61	# PT EEs: 0	# Temporary EEs: 4	Average Length of Service: 8.61
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Span of Control: N/A	% Performance Evaluations Completed: 95%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	15	<25	0	45-54	3	# of Females:	23	# of Males:	38
25-34	14	55-64	19	25-34	2	55-64	2	% of WF:	37.70%	% of WF:	62.30%
35-44	10	65+	1	35-44	0	65+	0	Average Age:	48.20	Average Age:	44.13
Employee Average Age: 45.66				Supervisor Average Age: 48.66				Average Length of Service: 14.55		Average Length of Service: 5.01	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	4	# of African-American:	2	# of Non-minorities:	57
% of Workforce:	6.56%	# of Asian:	0	% of Workforce:	93.44%
Average Age:	36.95	# of American Indian:	0	Average Age:	46.27
Average Length of Service:	1.66	# of Hispanic or Latino:	2	Average Length of Service:	9.10

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	0	# of Persons With Non-Disabilities:	60
% of Workforce:	0%	% of Workforce:	98.36%
Average Age:	0	Average Age:	45.53
Average Length of Service:	0	Average Length of Service:	8.30

Officials/Administrators EEO Category 1: 5	Professionals EEO Category 2: 16	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 8	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 30

Separation Rate: 16.07%	Hire Rate: 16.07%	Number Hires: 7	Transfer In: 2
Retirements: 0	All Terminations: 2	Voluntary Quits: 5	Transfer Out: 2

# of Classes Used: 19	Most Populous Classes: Warehouse Operations Wkr (15), Transport Drive (15), Clerk-Specialist (5)		
Separations - By Class:	Warehouse Operations Wkr (4), Transport Driver (2), Info Specialist 2 (1)		
# Eligible for Retirement:	14 in the next 5 years	% Eligible: 22.95%	

Leave and Benefits

(unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: \$16,148.23	Sick Leave Payouts: \$0	Annual Payroll: \$2,883,682.85	Avg. Base Salary: \$45,154	Overtime Days Worked: 1,113.3
Overtime Cost: \$209,163.19	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$27,170.10	Vacation Pay - Earned Value: \$174,161.79	Vacation Days Earned: 976.0	Vacation Used Expense: \$156,744.72	Vacation Days Taken: 880.4
Workers' Comp Days Used: 453	Sick Leave Days Earned: 1,026.4	Reg. Sick Leave Used Expense: \$86,717.61	Reg. Sick Leave Days Used: 537.8	Converted Sick Leave To Vacation Days Used: 17.0
	Sick Leave -Earned Value: \$167,982.79		Avg. Sick Leave Days Per EE: 8.82	Converted Sick Leave To Vacation Used Expense: \$3,298.56
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<u>Grievances</u> Contract Grievances: 10 Disciplinary: 4 Language: 6 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$6,936.00	Funeral Days Used: 42.2	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,378.20	Jury Leave Days Used: 7.8	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

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

Females: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, 0/2	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): No, 0/1	PWD: Year (FY '09) RUU: 5 Current Year (FY '09) Goal: 2 Goal Achievement (FY '08): No, -1/5
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Sources: AS400 Queries; "Just the Facts for FY'08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 4, 2009