

Dept. of Commerce, Insurance Division Facts – FY '08

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



General Information

Address: 330 Maple Street
Des Moines, IA 50319-0065

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

# FT EEs: 88	# PT EEs: 4	# Temporary EEs: 4	Average Length of Service: 13.75
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Span of Control: N/A	% Performance Evaluations Completed: 40%	Total Unemployment Insurance Claims: 3
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	1	45-54	37	<25	0	45-54	8	# of Females:	54	# of Males:	34
25-34	8	55-64	28	25-34	0	55-64	2	% of WF:	61.36%	% of WF:	38.64%
35-44	11	65+	3	35-44	0	65+	1	Average Age:	50.17	Average Age:	49.98
Employee Average Age: 50.09				Supervisor Average Age: 52.24				Average Length of Service: 14.41		Average Length of Service: 12.71	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	9	# of African-American:	4	# of Non-minorities:	77
% of Workforce:	10.23%	# of Asian:	2	% of Workforce:	87.50%
Average Age:	46.74	# of American Indian:	0	Average Age:	50.73
Average Length of Service:	10.01	# of Hispanic or Latino:	3	Average Length of Service:	14.32

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	77
% of Workforce:	4.55%	% of Workforce:	87.50%
Average Age:	59.29	Average Age:	49.44
Average Length of Service:	18.07	Average Length of Service:	13.19

Officials/Administrators EEO Category 1: 19	Professionals EEO Category 2: 55	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 14	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 8.14%	Hire Rate: 8.14%	Number Hires: 7	Transfer In: 0
Retirements: 2	All Terminations: 1	Voluntary Quits: 4	Transfer Out: 0

# of Classes Used: 35	Most Populous Classes: Insurance Co. Examiner 3 (9), Insurance Co. Examiner Spec (8), Admin Asst 2 (8)		
Separations - By Class:	Insur Co Examiner Spec (1), Accountant/Auditor 1 (2)		
# Eligible for Retirement:	25 in the next 5 years	% Eligible: 28.41%	

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

Vacation Payouts: \$60,080.99	Sick Leave Payouts: \$8,000.00	Annual Payroll: \$5,579,698.06	Avg. Base Salary: \$60,527	Overtime Days Worked: 14.2
Overtime Cost: \$3,360.89	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$71,620.87	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$449,960.77	Vacation Days Earned: 1,850.3	Vacation Used Expense: \$413,059.84	Vacation Days Taken: 1,846.4
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,535.6	Reg. Sick Leave Used Expense: \$167,395.34	Reg. Sick Leave Days Used: 799.6	Converted Sick Leave To Vacation Days Used: 148.5
	Sick Leave -Earned Value: \$342,605.17		Avg. Sick Leave Days Per EE: 9.09	Converted Sick Leave To Vacation Used Expense: \$42,597.56
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 5 Up (Vacant): 2 Down (Filled): 3 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$19,552.00	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$6,465.72	Funeral Days Used: 31.2	Extraordinary Pay: \$4,131.20		
Jury Leave Used Expense: \$1,202.89	Jury Leave Days Used: 4.3	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): Yes, 1/1	Minorities: Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	PWD: Year (FY '09) RUU: 4 Current Year (FY '09) Goal: 1 Goal Achievement (FY '08): No, -1/4
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Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 4, 2009