

Dept. of Commerce, Utilities Division Facts – FY '07

http://www.state.ia.us/government/com/util/index.html



General Information

Address: 350 Maple Street
Des Moines, IA 50319-0069

Workforce Data (unless otherwise noted, information provided is at the end of FY '07)

# FT EEs: 67	# PT EEs: 3	# Temporary EEs: 0	Average Length of Service: 15.46
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Span of Control: N/A	% Performance Evaluations Completed: 98.4%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	18	<25	0	45-54	3	# of Females:	29	# of Males:	38
25-34	3	55-64	25	25-34	0	55-64	5	% of WF:	43.28%	% of WF:	56.72%
35-44	16	65+	5	35-44	1	65+	0	Average Age:	49.67	Average Age:	53.17
Employee Average Age: 51.66				Supervisor Average Age: 52.47				Average Length of Service: 16.80		Average Length of Service: 14.43	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	7	# of African-American:	3	# of Non-minorities:	59
% of Workforce:	10.45%	# of Asian:	3	% of Workforce:	88.06%
Average Age:	46.59	# of American Indian:	0	Average Age:	52.17
Average Length of Service:	14.35	# of Hispanic or Latino:	1	Average Length of Service:	15.74

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	57
% of Workforce:	5.97%	% of Workforce:	85.07%
Average Age:	57.42	Average Age:	50.73
Average Length of Service:	12.38	Average Length of Service:	15.00

Officials/Administrators EEO Category 1: 13	Professionals EEO Category 2: 46	Technicians EEO Category 3: 1	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 7	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 4.47%	Hire Rate: 5.59%	Number Hires: 4	Transfer In: 1
Retirements: 1	All Terminations: 1	Voluntary Quits: 2	Transfer Out: 0

# of Classes Used: 28	Most Populous Classes: Utility Specialist (11), Sr Utility Analyst (7), Utilities Regulation Inspector (6), Utility Administrator 1 (6)		
Separations - By Class:	Admin Asst 1 (1), Admin Secretary (1), Utilities Board Member (1), Utility Attorney 2 (1)		
# Eligible for Retirement:	20 in the next 5 years	% Eligible: 29.85%	

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

Vacation Payouts: \$54,842.57	Sick Leave Payouts: \$6,000.00	Annual Payroll: \$5,068,438.72	Avg. Base Salary: \$73,132	Overtime Days Worked: 6.4
Overtime Cost: \$1,670.87	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$2,000.00
Workers' Comp Payouts: \$24,405.33	Vacation Pay - Earned Value: \$412,063.37	Vacation Days Earned: 1,475.5	Vacation Used Expense: \$359,777.93	Vacation Days Taken: 1,390.1
Workers' Comp Days Used: 3	Sick Leave Days Earned: 1,144.5	Reg. Sick Leave Used Expense: \$147,695.66	Reg. Sick Leave Days Used: 560.4	Converted Sick Leave To Vacation Days Used: 202.4
	Sick Leave -Earned Value: \$307,771.28		Avg. Sick Leave Days Per EE: 8.36	Converted Sick Leave To Vacation Used Expense: \$56,924.39
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 2 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$17,617.60	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$10,318.25	Funeral Days Used: 36.1	Extraordinary Pay: \$1,552.00		
Jury Leave Used Expense: \$1,174.02	Jury Leave Days Used: 4.7	Special Duty Pay: \$0		

* 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 '07) RUU: N/A Current Year (FY '07) Goal: N/A	Minorities: Current Year (FY '07) RUU: N/A Current Year (FY '07) Goal: N/A	PWD: Year (FY '07) RUU: 1 Current Year (FY '07) Goal: 1
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