

# Dept. of Commerce, Utilities Division Facts – FY '08

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 '08)

# FT EEs: 68	# PT EEs: 3	# Temporary EEs: 0	Average Length of Service: 15.77
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Span of Control: N/A	% Performance Evaluations Completed: 98%	Total Unemployment Insurance Claims: 0
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	20	<25	0	45-54	3	# of Females:	30	# of Males:	38
25-34	3	55-64	27	25-34	0	55-64	5	% of WF:	44.12%	% of WF:	55.88%
35-44	12	65+	6	35-44	1	65+	0	Average Age:	50.77	Average Age:	54.54
Employee Average Age: 52.88				Supervisor Average Age: 53.46				Average Length of Service: 17.37		Average Length of Service: 14.51	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	7	# of African-American:	3	# of Non-minorities:	60
% of Workforce:	10.29%	# of Asian:	3	% of Workforce:	88.24%
Average Age:	47.59	# of American Indian:	0	Average Age:	53.42
Average Length of Service:	15.34	# of Hispanic or Latino:	1	Average Length of Service:	15.96

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	4	# of Persons With Non-Disabilities:	58
% of Workforce:	5.88%	% of Workforce:	85.29%
Average Age:	58.42	Average Age:	52.00
Average Length of Service:	13.38	Average Length of Service:	15.21

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: 8	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.10%	Hire Rate: 5.10%	Number Hires: 2	Transfer In: 2
Retirements: 1	All Terminations: 0	Voluntary Quits: 2	Transfer Out: 1

# of Classes Used: 29	Most Populous Classes: Utility Specialist (11), Sr Utility Analyst (7), Utility Administrator 1 (6)
Separations - By Class:	Utilities Regulation Engineer 3 (1), Utilities Board Member (1), Utilities Regulation Inspector (1)
# Eligible for Retirement:	27 in next 5 years      % Eligible: 39.71%

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

Vacation Payouts: \$19,613.34	Sick Leave Payouts: \$2,000.00	Annual Payroll: \$5,280,297.31	Avg. Base Salary: \$75,410	Overtime Days Worked: 3.4
Overtime Cost: \$983.22	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$2,953.92	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$0	Vacation Pay - Earned Value: \$424,117.61	Vacation Days Earned: 1,472.4	Vacation Used Expense: \$370,545.90	Vacation Days Taken: 1,331.5
Workers' Comp Days Used: 0	Sick Leave Days Earned: 1,154.7	Reg. Sick Leave Used Expense: \$145,622.44	Reg. Sick Leave Days Used: 545.9	Converted Sick Leave To Vacation Days Used: 156.3
	Sick Leave -Earned Value: \$319,209.26		Avg. Sick Leave Days Per EE: 8.03	Converted Sick Leave To Vacation Used Expense: \$45,295.68
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 1 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$-18,844.80	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$10,356.29	Funeral Days Used: 37.6	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$610.24	Jury Leave Days Used: 3.0	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)

<b>Females:</b> Current Year (FY '09) RUU: 6 Current Year (FY '09) Goal: 1 Goal Achievement (FY '08): No, 0/6	<b>Minorities:</b> Current Year (FY '09) RUU: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	<b>PWD:</b> Year (FY '09) RUU: 2 Current Year (FY '09) Goal: 1 Goal Achievement (FY '08): No, 0/2
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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