

# Department of Corrections Facts – FY '07

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## General Information

**Address:** Jessie Parker Building  
510 East 12<sup>th</sup> Street  
Des Moines, IA 50319

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

# FT EEs: 3,079	# PT EEs: 13	# Temporary EEs: 63	Average Length of Service: 11.62
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Span of Control: 11.07	% Performance Evaluations Completed: 82%	Total Unemployment Insurance Claims: 38
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	82	45-54	1,053	<25	0	45-54	136	# of Females:	969	# of Males:	2,110
25-34	492	55-64	530	25-34	12	55-64	53	% of WF:	31.47%	% of WF:	68.53%
35-44	887	65+	35	35-44	72	65+	0	Average Age:	45.53	Average Age:	44.78
Employee Average Age:	45.02	Supervisor Average Age:	48.40	Average Length of Service:	10.36	Average Length of Service:	12.20				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	166	# of African-American:	70	# of Non-minorities:	2,886
% of Workforce:	5.39%	# of Asian:	16	% of Workforce:	93.73%
Average Age:	47.58	# of American Indian:	18	Average Age:	45.12
Average Length of Service:	10.73	# of Hispanic or Latino:	62	Average Length of Service:	11.72

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	152	# of Persons With Non-Disabilities:	2,395
% of Workforce:	4.94%	% of Workforce:	77.78%
Average Age:	51.59	Average Age:	44.38
Average Length of Service:	16.90	Average Length of Service:	10.77

Officials/Administrators EEO Category 1: 254	Professionals EEO Category 2: 486	Technicians EEO Category 3: 60	Protective Service: Sworn EEO Category 4: 1,864
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 199	Skilled Craft EEO Category 7: 174	Service/Maintenance EEO Category 8: 42

Separation Rate: 5.56%	Hire Rate: 12.50%	Number Hires: 354	Transfer In: 8
Retirements: 27	All Terminations: 35	Voluntary Quits: 80	Transfer Out: 19

# of Classes Used: 133	Most Populous Classes: Correctional Officer (1,652), Correctional Counselor (153), Registered Nurse (108)
Separations - By Class:	Correctional Officer (90), Registered Nurse (12), Correctional Counselor (6)
# Eligible for Retirement:	336 next 5 years (does not reflect changes made in eligibility, 7-1-08)   % Eligible: 10.91%

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

Vacation Payouts: \$616,281.52	Sick Leave Payouts: \$143,932.21	Annual Payroll: \$149,900,246.91	Avg. Base Salary: \$47,323	Overtime Days Worked: 18,662.9
Overtime Cost: \$4,878,207.71	Reassignment Pay: \$0	Recruitment Bonus Pay: \$408.80	Retention Pay: \$53,059.26	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$18,382,024.48	Vacation Pay - Earned Value: \$10,747,114.30	Vacation Days Earned: 57,178.2	Vacation Used Expense: \$10,001,511.84	Vacation Days Taken: 52,749.8
Workers' Comp Days Used: 4,048	Sick Leave Days Earned: 47,453.2	Reg. Sick Leave Used Expense: \$5,428,844.40	Reg. Sick Leave Days Used: 29,799.4	Converted Sick Leave To Vacation Days Used: 2,900.5
	Sick Leave -Earned Value: \$8,455,007.68		Avg. Sick Leave Days Per EE: 9.68	Converted Sick Leave To Vacation Used Expense: \$597,973.76
Injury Leave Used Expense: \$53,101.24	Injury Leave Days Used: 278.6	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 44 Up (Vacant): 2 Down (Filled): 14 Down (Vacant): 5 Lateral (Filled): 9 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$134,117.70	<u>Grievances</u> Contract Grievances: 274 Disciplinary: 90 Language: 184 Non-Contract Grievances: 4 Disciplinary: 2 Language: 2 Arbitrations: 3
Funeral Leave Used Expense: \$341,695.71	Funeral Days Used: 1,913.4	Extraordinary Pay: \$44,890.17		
Jury Leave Used Expense: \$11,658.72	Jury Leave Days Used: 61.8	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)

<b>Females:</b> Current Year (FY '08) RUU: 306 Current Year (FY '08) Goal: 46	<b>Minorities:</b> Current Year (FY '08) RUU: 53 Current Year (FY '08) Goal: 9	<b>PWD:</b> Year (FY '08) RUU: 121 Current Year (FY '08) Goal: 25
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