

Department of DOC-FDCF (252) Facts – FY '08

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



General Information

Address: 1550 L. Street
Fort Dodge, IA 50501-5767

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

# FT EEs: 352	# PT EEs: 2	# Temporary EEs: 3	Average Length of Service: 9.08
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Span of Control: 11.10	% Performance Evaluations Completed: 99%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	5	45-54	123	<25	0	45-54	16	# of Females:	117	# of Males:	235
25-34	57	55-64	67	25-34	4	55-64	5	% of WF:	33.24%	% of WF:	66.76%
35-44	98	65+	2	35-44	6	65+	0	Average Age:	46.05	Average Age:	45.10
Employee Average Age:	45.42	Supervisor Average Age:	46.56	Average Length of Service:	8.79	Average Length of Service:	9.22				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	21	# of African-American:	11	# of Non-minorities:	331
% of Workforce:	5.97%	# of Asian:	3	% of Workforce:	94.03%
Average Age:	44.99	# of American Indian:	4	Average Age:	45.44
Average Length of Service:	11.05	# of Hispanic or Latino:	3	Average Length of Service:	8.95

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	19	# of Persons With Non-Disabilities:	257
% of Workforce:	5.40%	% of Workforce:	73.01%
Average Age:	53.11	Average Age:	44.11
Average Length of Service:	11.18	Average Length of Service:	8.66

Officials/Administrators EEO Category 1: 31	Professionals EEO Category 2: 59	Technicians EEO Category 3: 3	Protective Service: Sworn EEO Category 4: 217
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 22	Skilled Craft EEO Category 7: 12	Service/Maintenance EEO Category 8: 8

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 24	Transfer In: N/A
Retirements: 2	All Terminations: 5	Voluntary Quits: 9	Transfer Out: N/A

# of Classes Used: 57	Most Populous Classes: Correctional Officer (195), Correctional Counselor (25), Correctional Food Serv Coord (16)
Separations - By Class:	Correctional Officer (11), Correctional Food Serv Coord (2), Correctional Counselor (2), Correctional Supervisor 1 (1)
# Eligible for Retirement:	36 in next 5 years % Eligible: 10.23%

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

Vacation Payouts: \$20,477.96	Sick Leave Payouts: \$4,051.39	Annual Payroll: \$17,888,693.24	Avg. Base Salary: \$48,898	Overtime Days Worked: 1,824.9
Overtime Cost: \$492,541.73	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$1,260.00	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$35,340.15	Vacation Pay - Earned Value: \$1,151,811.07	Vacation Days Earned: 6,240.0	Vacation Used Expense: \$1,089,131.18	Vacation Days Taken: 5,653.1
Workers' Comp Days Used: 427	Sick Leave Days Earned: 5,835.4 Sick Leave -Earned Value: \$1,064,586.98	Reg. Sick Leave Used Expense: \$683,251.02	Reg. Sick Leave Days Used: 3,708.4 Avg. Sick Leave Days Per EE: 10.54	Converted Sick Leave To Vacation Days Used: 169.5 Converted Sick Leave To Vacation Used Expense: \$38,470.36
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 7 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 8 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$40,986.40	<u>Grievances</u> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$35,066.84	Funeral Days Used: 183.5	Extraordinary Pay: \$2,416.64		
Jury Leave Used Expense: \$285.15	Jury Leave Days Used: 1.5	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): N/A	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: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A
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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 5, 2009