

# Department of DOC-ISP (242) Facts – FY '08

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



## General Information

**Address:** 31 Avenue G, Box 316  
Fort Madison, IA 52627

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

# FT EEs: 516	# PT EEs: 4	# Temporary EEs: 1	Average Length of Service: 14.78
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Span of Control: 12.98	% Performance Evaluations Completed: 100%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	7	45-54	181	<25	0	45-54	19	# of Females:	117	# of Males:	399
25-34	79	55-64	101	25-34	3	55-64	6	% of WF:	22.67%	% of WF:	77.33%
35-44	147	65+	1	35-44	11	65+	0	Average Age:	45.96	Average Age:	45.83
Employee Average Age:	45.86	Supervisor Average Age:	47.79	Average Length of Service:	11.34	Average Length of Service:	15.79				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	38	# of African-American:	11	# of Non-minorities:	478
% of Workforce:	7.36%	# of Asian:	3	% of Workforce:	92.64%
Average Age:	44.57	# of American Indian:	0	Average Age:	45.96
Average Length of Service:	16.06	# of Hispanic or Latino:	24	Average Length of Service:	14.68

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	17	# of Persons With Non-Disabilities:	358
% of Workforce:	3.29%	% of Workforce:	69.38%
Average Age:	52.88	Average Age:	44.86
Average Length of Service:	22.33	Average Length of Service:	12.79

Officials/Administrators EEO Category 1: 24	Professionals EEO Category 2: 67	Technicians EEO Category 3: 6	Protective Service: Sworn EEO Category 4: 378
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 22	Skilled Craft EEO Category 7: 19	Service/Maintenance EEO Category 8: 0

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 29	Transfer In: N/A
Retirements: 14	All Terminations: 13	Voluntary Quits: 8	Transfer Out: N/A

# of Classes Used: 57	Most Populous Classes: Correctional Officer (326), Sr Correctional Officer (25), Correctional Counselor (19)
Separations - By Class:	Correctional Officer (17), Correctional Supervisor 2 (3), 5 classes with 1 incumbent each
# Eligible for Retirement:	113 in next 5 years      % Eligible: 21.90%

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

Vacation Payouts: \$112,141.63	Sick Leave Payouts: \$24,063.74	Annual Payroll: \$27,788,269.58	Avg. Base Salary: \$48,916	Overtime Days Worked: 3,753.6
Overtime Cost: \$1,042,630.77	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$21,434.88	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$37,662.31	Vacation Pay - Earned Value: \$2,098,118.90	Vacation Days Earned: 10,893.9	Vacation Used Expense: \$2,029,980.35	Vacation Days Taken: 10,497.0
Workers' Comp Days Used: 456	Sick Leave Days Earned: 8,358.0  Sick Leave -Earned Value: \$1,523,184.61	Reg. Sick Leave Used Expense: \$1,007,099.60	Reg. Sick Leave Days Used: 5,310.9  Avg. Sick Leave Days Per EE: 10.29	Converted Sick Leave To Vacation Days Used: 399.1  Converted Sick Leave To Vacation Used Expense: \$81,000.66
Injury Leave Used Expense: \$12,265.38	Injury Leave Days Used: 66.2	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 10 Up (Vacant): 0 Down (Filled): 2 Down (Vacant): 0 Lateral (Filled): 6 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$31,189.60	<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: \$61,641.60	Funeral Days Used: 335.7	Extraordinary Pay: \$16,459.76		
Jury Leave Used Expense: \$2,714.70	Jury Leave Days Used: 13.8	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: N/A Current Year (FY '09) Goal: N/A Goal Achievement (FY '08): N/A	<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: 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 4, 2009