

Department of DOC-MPCF (246) Facts – FY '07

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General Information

Address: 1200 East Washington
Mount Pleasant, IA 52641

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

# FT EEs: 309	# PT EEs: 1	# Temporary EEs: 1	Average Length of Service: 14.48
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Span of Control: 10.62	% Performance Evaluations Completed: 83.3%	Total Unemployment Insurance Claims: N/A
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	114	<25	0	45-54	13	# of Females:	103	# of Males:	206
25-34	39	55-64	71	25-34	1	55-64	9	% of WF:	33.33%	% of WF:	66.67%
35-44	79	65+	3	35-44	4	65+	0	Average Age:	47.82	Average Age:	46.77
Employee Average Age: 47.12				Supervisor Average Age: 50.53				Average Length of Service: 13.78		Average Length of Service: 14.82	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	15	# of African-American:	7	# of Non-minorities:	293
% of Workforce:	4.85%	# of Asian:	1	% of Workforce:	94.82%
Average Age:	40.92	# of American Indian:	1	Average Age:	47.36
Average Length of Service:	11.73	# of Hispanic or Latino:	6	Average Length of Service:	14.65

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	23	# of Persons With Non-Disabilities:	249
% of Workforce:	7.44%	% of Workforce:	80.58%
Average Age:	54.06	Average Age:	46.89
Average Length of Service:	20.56	Average Length of Service:	14.25

Officials/Administrators EEO Category 1: 26	Professionals EEO Category 2: 60	Technicians EEO Category 3: 7	Protective Service: Sworn EEO Category 4: 176
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 21	Skilled Craft EEO Category 7: 17	Service/Maintenance EEO Category 8: 2

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 17	Transfer In: N/A
Retirements: 3	All Terminations: 0	Voluntary Quits: 5	Transfer Out: N/A

# of Classes Used: 54	Most Populous Classes: Correctional Officer (157), Correctional Counselor (27), Correctional Food Serv Coord (16)
Separations - By Class:	Correctional Officer (6), Plant Operations Mgr 1 (1), Power Plant Engineer 3 (1)
# Eligible for Retirement: 52	% Eligible: 16.83%

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

Vacation Payouts: \$63,609.90	Sick Leave Payouts: \$23,281.64	Annual Payroll: \$16,095,491.35	Avg. Base Salary: \$48,479.82	Overtime Days Worked: 2,458.9
Overtime Cost: \$658,955.01	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$2,068,599.25	Vacation Pay - Earned Value: \$1,217,127.54	Vacation Days Earned: 6,441.1	Vacation Used Expense: \$1,104,052.36	Vacation Days Taken: 5,788.6
Workers' Comp Days Used: 252	Sick Leave Days Earned: 5,008.6 Sick Leave -Earned Value: \$901,984.02	Reg. Sick Leave Used Expense: \$678,185.68	Reg. Sick Leave Days Used: 3,664.6 Avg. Sick Leave Days Per EE: 11.86	Converted Sick Leave To Vacation Days Used: 302.0 Converted Sick Leave To Vacation Used Expense: \$58,515.56
Injury Leave Used Expense: \$6,970.24	Injury Leave Days Used: 40.9	Classification Appeals: N/A	<u>Reclassifications</u> Up (Filled): 4 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 4 Approx. Annual New Cost of Reclassified Positions:* \$23,597.60	<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: \$44,662.09	Funeral Days Used: 244.6	Extraordinary Pay: \$1,113.60		
Jury Leave Used Expense: \$508.66	Jury Leave Days Used: 2.8	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)

Females: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	Minorities: Current Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A	PWD: Year (FY '08) RUU: N/A Current Year (FY '08) Goal: N/A
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Sources: AS400 Queries; "Just the Facts for FY07" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: August 15, 2008