

Department of Corrections Facts – FY '08

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General Information

Address: Jessie Parker Building
510 East 12th Street
Des Moines, IA 50319

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

# FT EEs: 3,151	# PT EEs: 12	# Temporary EEs: 73	Average Length of Service: 11.63
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Span of Control: 11.52	% Performance Evaluations Completed: 92%	Total Unemployment Insurance Claims: 54
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	74	45-54	1,091	<25	0	45-54	138	# of Females:	1,024	# of Males:	2,127
25-34	515	55-64	565	25-34	14	55-64	57	% of WF:	32.50%	% of WF:	67.50%
35-44	874	65+	32	35-44	71	65+	0	Average Age:	45.37	Average Age:	45.06
Employee Average Age:	45.16	Supervisor Average Age:	48.46	Average Length of Service:	10.03	Average Length of Service:	12.39				

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	177	# of African-American:	75	# of Non-minorities:	2,946
% of Workforce:	5.62%	# of Asian:	17	% of Workforce:	93.49%
Average Age:	43.36	# of American Indian:	21	Average Age:	45.24
Average Length of Service:	10.63	# of Hispanic or Latino:	64	Average Length of Service:	11.73

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	143	# of Persons With Non-Disabilities:	2,503
% of Workforce:	4.54%	% of Workforce:	79.44%
Average Age:	52.19	Average Age:	44.44
Average Length of Service:	17.38	Average Length of Service:	10.66

Officials/Administrators EEO Category 1: 249	Professionals EEO Category 2: 515	Technicians EEO Category 3: 68	Protective Service: Sworn EEO Category 4: 1,924
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 166	Skilled Craft EEO Category 7: 179	Service/Maintenance EEO Category 8: 50

Separation Rate: 8.20%	Hire Rate: 10.22%	Number Hires: 285	Transfer In: 19
Retirements: 72	All Terminations: 53	Voluntary Quits: 102	Transfer Out: 17

# of Classes Used: 134	Most Populous Classes: Correctional Officer (1,645), Correctional Counselor (165), Registered Nurse (120)
Separations - By Class:	Correctional Officer (108), Registered Nurse (25), Correctional Food Service Coordinator (11)
# Eligible for Retirement:	490 in the next 5 years % Eligible: 15.55%

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

Vacation Payouts: \$597,279.22	Sick Leave Payouts: \$127,419.85	Annual Payroll: \$163,778,469.77	Avg. Base Salary: \$49,026	Overtime Days Worked: 20,901.4
Overtime Cost: \$5,570,450.06	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$83,365.76	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$178,272.75	Vacation Pay - Earned Value: \$11,485,693.77	Vacation Days Earned: 59,756.6	Vacation Used Expense: \$10,933,470.06	Vacation Days Taken: 55,928.3
Workers' Comp Days Used: 2,329	Sick Leave Days Earned: 50,822.9	Reg. Sick Leave Used Expense: \$5,798,967.70	Reg. Sick Leave Days Used: 31,349.5	Converted Sick Leave To Vacation Days Used: 2,435.3
	Sick Leave -Earned Value: \$9,185,655.97		Avg. Sick Leave Days Per EE: 9.95	Converted Sick Leave To Vacation Used Expense: \$523,691.74
Injury Leave Used Expense: \$31,303.45	Injury Leave Days Used: 165.1	Classification Appeals: 8	<u>Reclassifications</u> Up (Filled): 55 Up (Vacant): 1 Down (Filled): 14 Down (Vacant): 2 Lateral (Filled): 75 Lateral (Vacant): 3 Approx. Annual New Cost of Reclassified Positions:* \$232,876.80	<u>Grievances</u> Contract Grievances: 301 Disciplinary: 153 Language: 148 Non-Contract Grievances: 9 Disciplinary: 7 Language: 2 Arbitrations: 2
Funeral Leave Used Expense: \$350,293.93	Funeral Days Used: 1,931.7	Extraordinary Pay: \$39,122.80		
Jury Leave Used Expense: \$9,680.17	Jury Leave Days Used: 54.0	Special Duty Pay: \$2,200.00		

* 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: 289 Current Year (FY '09) Goal: 80 Goal Achievement (FY '08):No, 19/291	Minorities: Current Year (FY '09) RUU: 52 Current Year (FY '09) Goal: 14 Goal Achievement (FY '08):No, 1/60	PWD: Year (FY '09) RUU: 151 Current Year (FY '09) Goal: 35 Goal Achievement (FY '08):No, -11/151
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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