

Department of Management Facts – FY '11

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



General Information

Address: Ground Floor South
State Capitol Building
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '11)

# FT EEs: 22	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 17.03
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Span of Control: 21.00	% Performance Evaluations Completed: N/A%	Total Unemployment Insurance Claims: 2
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	0	45-54	9	<25	0	45-54	0	# of Females:	11	# of Males:	11
25-34	1	55-64	6	25-34	0	55-64	1	% of WF:	50.00%	% of WF:	50.00%
35-44	6	65+	0	35-44	0	65+	0	Average Age:	46.83	Average Age:	52.71
Employee Average Age: 49.77				Supervisor Average Age: 60.45				Average Length of Service: 14.49		Average Length of Service: 19.58	

Minorities		Breakout of Minorities		Non-minorities	
# of Minorities:	2	# of African-American:	0	# of Non-minorities:	19
% of Workforce:	9.09%	# of Asian:	0	% of Workforce:	86.36%
Average Age:	49.38	# of American Indian:	1	Average Age:	49.54
Average Length of Service:	14.18	# of Hispanic or Latino:	1	Average Length of Service:	17.91

Persons With Disabilities		Persons With Non-Disabilities	
# of Persons With Disabilities:	0	# of Persons With Non-Disabilities:	20
% of Workforce:	0%	% of Workforce:	90.91%
Average Age:	N/A	Average Age:	49.13
Average Length of Service:	N/A	Average Length of Service:	16.37

Officials/Administrators EEO Category 1: 1	Professionals EEO Category 2: 20	Technicians EEO Category 3: 0	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 1	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 22.73%	Hire Rate: 22.73%	Number Hires: 3	Transfer In: 2
Retirements: 0	All Terminations: 0	Voluntary Quits: 1	Transfer Out: 4

# of Classes Used: 8	Most Populous Classes: Fiscal & Policy Analyst Sr (6), Performance Results Facilitator (4), 3 classes with 3 incumbents each		
Separations - By Class:	Executive Officer 3 (1)		
# Eligible for Retirement:	9 in the next 5 years	% Eligible: 40.91%	

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '11)

Vacation Payouts: \$7,904.28	Sick Leave Payouts: \$0	Annual Payroll: \$1,870,740.06	Avg. Base Salary: \$83,925	Overtime Days Worked: 0
Overtime Cost: \$0	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Workers' Comp Payouts: \$N/A	Vacation Pay - Earned Value: \$159,931.34	Vacation Days Earned: 478.6	Vacation Used Expense: \$144,604.73	Vacation Days Taken: 438.5
Workers' Comp Days Used: N/A	Sick Leave Days Earned: 320.2	Reg. Sick Leave Used Expense: \$25,799.89	Reg. Sick Leave Days Used: 88.8	Converted Sick Leave To Vacation Days Used: 26.0
	Sick Leave -Earned Value: \$95,570.90		Avg. Sick Leave Days Per EE: 4.04	Converted Sick Leave To Vacation Used Expense: \$9,849.84
Injury Leave Used Expense: \$0	Injury Leave Days Used: 0	Classification Appeals: 0	<u>Reclassifications</u> Up (Filled): 0 Up (Vacant): 1 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$0	<u>Grievances</u> Contract Grievances: 0 Disciplinary: 0 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0
Funeral Leave Used Expense: \$1,300.55	Funeral Days Used: 4.4	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '11. Vacancies and laterals were not calculated into the "cost."