

Dept. of Agriculture Facts – FY '12

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



General Information

Address: Wallace Building
502 East 9th Street
Des Moines, IA 50319

Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 325	# PT EEs: 7	# Temporary EEs: 11	Average Length of Service: 15.70
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Span of Control: 12.00	Total Unemployment Insurance Claims: 5
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	3	45-54	128	<25	0	45-54	6	# of Females:	149	# of Males:	176
25-34	26	55-64	103	25-34	3	55-64	12	% of WF:	45.85%	% of WF:	54.15%
35-44	59	65+	6	35-44	5	65+	1	Average Age:	49.16	Average Age:	51.22
Employee Average Age:	50.27			Supervisor Average Age:	52.17			Average Length of Service:	15.28	Average Length of Service:	16.05

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	11	# of Non-minorities:	309	# African-American:	4	# of "did not respond":	5
% of Workforce:	3.38%	% of Workforce:	95.08%	# Asian/Pacific Island:	5	% of Workforce:	1.54%
Average Age:	45.73	Average Age:	50.52	# Am. Indian/Alaskan:	1	Average Age:	45.28
Average Length of Service:	11.18	Average Length of Service:	15.94	# Hispanic or Latino:	1	Average Length of Service:	10.72

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	16	# of Persons With No Disabilities:	295	# of "did not respond":	14
% of Workforce:	4.92%	% of Workforce:	90.77%	% of Workforce:	4.31%
Average Age:	53.51	Average Age:	50.15	Average Age:	49.27
Average Length of Service:	20.98	Average Length of Service:	15.32	Average Length of Service:	17.66

Officials/Administrators EEO Category 1: 26	Professionals EEO Category 2: 99	Technicians EEO Category 3: 114	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 85	Skilled Craft EEO Category 7: 0	Service/Maintenance EEO Category 8: 0

Separation Rate: 5.18%	Hire Rate: 2.74%	Number Hires: 6	Transfer In: 3
Retirements: 7	All Terminations: 0	Voluntary Quits: 7	Transfer Out: 3

# of Classes Used: 56	Most Populous Classes: Secretary 2 (79), Meat Inspector (19), Soil Conservation Technician 3 (19)
Separations - By Class:	Secretary 2 (3), 11 classes with 1 incumbent each
# Eligible for Retirement:	112 in next 5 years % Eligible: 34.46%

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$171,534.11	Sick Leave Payouts: \$14,000.00	Annual Payroll: \$18,422,643.30	Avg. Base Salary: \$55,387.21	Overtime Days Worked: 68.7
Overtime Cost: \$18,253.53	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0

Vacation Pay - Earned Value: \$1,479,961.22	Vacation Days Earned: 6,896.0	Vacation Used Expense: \$1,365,244.02	Vacation Days Taken: 6,406.0
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Sick Leave Days Earned: 5,119.9	Reg. Sick Leave Used Expense: \$461,947.01	Reg. Sick Leave Days Used: 2,323.2	Converted Sick Leave To Vacation Days Used: 573.8
Sick Leave -Earned Value: \$1,038,869.48		Avg. Sick Leave Days Per EE: 7.15	Converted Sick Leave To Vacation Used Expense: \$136,118.18

Injury Leave Used Expense: \$640.64	Injury Leave Days Used: 3.1	Classification Appeals: 0	Reclassifications Up (Filled): 4 Up (Vacant): 0 Down (Filled): 0 Down (Vacant): 0 Lateral (Filled): 1 Lateral (Vacant): 1 Approx. Annual New Cost of Reclassified Positions:* \$25,199.20	Grievances Contract Grievances: 1 1 Disciplinary: 1 Language: 0 Non-Contract Grievances: 0 Disciplinary: 0 Language: 0 Arbitrations: 0 0
Funeral Leave Used Expense: \$24,528.68	Funeral Days Used: 123.2	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$5,140.05	Jury Leave Days Used: 21.8	Special Duty Pay: \$0		

* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012