

Dept. of Public Safety Facts – FY '12

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General Information

Address: 215 East 7th Street
Des Moines, IA 50319

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

# FT EEs: 911	# PT EEs: 4	# Temporary EEs: 26	Average Length of Service: 14.84
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Span of Control: 6.69	Total Unemployment Insurance Claims: 4
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	18	45-54	272	<25	0	45-54	77	# of Females:	191	# of Males:	720
25-34	204	55-64	100	25-34	1	55-64	18	% of WF:	20.97%	% of WF:	79.03%
35-44	307	65+	10	35-44	39	65+	1	Average Age:	45.28	Average Age:	42.14
Employee Average Age: 42.80				Supervisor Average Age: 48.60				Average Length of Service: 13.96		Average Length of Service: 15.07	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	26	# of Non-minorities:	878	# African-American:	11	# of "did not respond":	7
% of Workforce:	2.85%	% of Workforce:	96.38%	# Asian/Pacific Island:	8	% of Workforce:	0.77%
Average Age:	44.76	Average Age:	42.71	# Am. Indian/Alaskan:	0	Average Age:	46.16
Average Length of Service:	13.72	Average Length of Service:	14.90	# Hispanic or Latino:	7	Average Length of Service:	10.57

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	22	# of Persons With No Disabilities:	819	# of "did not respond":	70
% of Workforce:	2.41%	% of Workforce:	89.90%	% of Workforce:	7.68%
Average Age:	51.08	Average Age:	42.15	Average Age:	47.71
Average Length of Service:	20.05	Average Length of Service:	14.17	Average Length of Service:	20.95

Officials/Administrators EEO Category 1: 43	Professionals EEO Category 2: 103	Technicians EEO Category 3: 35	Protective Service: Sworn EEO Category 4: 618
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 105	Skilled Craft EEO Category 7: 7	Service/Maintenance EEO Category 8: 0

Separation Rate: 4.11%	Hire Rate: 1.41%	Number Hires: 5	Transfer In: 8
Retirements: 13	All Terminations: 7	Voluntary Quits: 16	Transfer Out: 2

# of Classes Used: 77	Most Populous Classes: Trooper 3 (157), Special Agent 2 (135), Trooper 2 (121)
Separations - By Class:	Special Agent 1 (8), Comm Center Spec 2 (3), Special Agent in Charge (3), Trooper 2 (3), Trooper 3 (3)
# Eligible for Retirement:	73 Prot Serv 77 General – in next 5 years % Eligible (Prot Serv): 11.81% % Eligible (General): 26.28

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

Vacation Payouts: \$337,463.67	Sick Leave Payouts: \$16,000.00	Annual Payroll: \$64,275,482.13	Avg. Base Salary: \$64,519.08	Overtime Days Worked: 3,315.7
Overtime Cost: \$1,133,066.79	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$4,721,226.80	Vacation Days Earned: 18,553.6	Vacation Used Expense: \$4,362,753.13	Vacation Days Taken: 17,300.1	
Sick Leave Days Earned: 12,121.8	Reg. Sick Leave Used Expense: \$858,364.33	Reg. Sick Leave Days Used: 3,783.1	Converted Sick Leave To Vacation Days Used: 362.5	
Sick Leave -Earned Value: \$2,760,214.01		Avg. Sick Leave Days Per EE: 4.15	Converted Sick Leave To Vacation Used Expense: \$91,526.28	
Injury Leave Used Expense: \$14,729.90	Injury Leave Days Used: 60.4	Classification Appeals: 0	Reclassifications Up (Filled): 25 Up (Vacant): 8 Down (Filled): 10 Down (Vacant): 2 Lateral (Filled): 0 Lateral (Vacant): 0 Approx. Annual New Cost of Reclassified Positions:* \$13,104.00	Grievances Contract Grievances: 11 Disciplinary: 4 Language: 7 Non-Contract Grievances: 1 Disciplinary: 0 Language: 1 Arbitrations: 1
Funeral Leave Used Expense: \$10,456.35	Funeral Days Used: 50.7	Extraordinary Pay: \$33,960.00		
Jury Leave Used Expense: \$1,079.52	Jury Leave Days Used: 4.0	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