

State of Iowa Facts – FY '12

www.iowa.gov



General Information

Address:

Workforce Data

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

# FT EEs: 18,608	# PT EEs: 283	# Temporary EEs: 747	Average Length of Service: 13.58
------------------	---------------	----------------------	----------------------------------

Span of Control: 11.25	Total Unemployment Insurance Claims: 537
------------------------	--

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	302	45-54	6,244	<25	1	45-54	715	# of Females:	9,400	# of Males:	9,208
25-34	2,913	55-64	4,410	25-34	88	55-64	489	% of WF:	50.52%	% of WF:	49.48%
35-44	4,416	65+	323	35-44	336	65+	25	Average Age:	46.78	Average Age:	46.77
Employee Average Age: 46.78				Supervisor Average Age: 50.20				Average Length of Service: 13.32		Average Length of Service: 13.83	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	1,154	# of Non-minorities:	17,102	# African-American:	439	# of "did not respond":	352
% of Workforce:	6.20%	% of Workforce:	91.91%	# Asian/Pacific Island:	288	% of Workforce:	1.89%
Average Age:	45.10	Average Age:	46.91	# Am. Indian/Alaskan:	102	Average Age:	45.87
Average Length of Service:	11.52	Average Length of Service:	13.82	# Hispanic or Latino:	325	Average Length of Service:	8.44

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	769	# of Persons With No Disabilities:	15,920	# of "did not respond":	1,919
% of Workforce:	4.13%	% of Workforce:	85.55%	% of Workforce:	10.31%
Average Age:	52.00	Average Age:	46.34	Average Age:	48.33
Average Length of Service:	18.49	Average Length of Service:	13.09	Average Length of Service:	15.66

Officials/Administrators EEO Category 1: 1,430	Professionals EEO Category 2: 6,901	Technicians EEO Category 3: 2,128	Protective Service: Sworn EEO Category 4: 2,811
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 1,756	Skilled Craft EEO Category 7: 1,596	Service/Maintenance EEO Category 8: 1,979

Separation Rate: 6.99%	Hire Rate: 4.67%	Number Hires: 796	Transfer In: 83
Retirements: 360	All Terminations: 358	Voluntary Quits: 505	Transfer Out: 91

# of Classes Used: 733	Most Populous Classes: Correctional Officer (1,456), Residential Treatment Worker (1,235), Income Maintenance Worker 2 (625)		
Separations - By Class:	Residential Treatment Worker (153), Correctional Officer (76), Workforce Advisor (74), Registered Nurse (29), Inc Maint Wrkr 2 (28)		
# Eligible for Retirement:	447 Prot Serv 4,160 General – in next 5 years	% Eligible (Prot Serv): 15.90%	% Eligible (General): 26.33%

Leave and Benefits

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

Vacation Payouts: \$7,910,585.14	Sick Leave Payouts: \$661,540.49	Annual Payroll: \$1,136,484,349.48	Avg. Base Salary: \$57,433.62	Overtime Days Worked: 68,271.6
Overtime Cost: \$17,363,624.11	Reassignment Pay: \$3,993.60	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$85,803,939.14	Vacation Days Earned: 379,643.9	Vacation Used Expense: \$80,622,378.88	Vacation Days Taken: 357,785.8	
Sick Leave Days Earned: 294,230.7	Reg. Sick Leave Used Expense: \$33,638,249.50	Reg. Sick Leave Days Used: 164,000.5	Converted Sick Leave To Vacation Days Used: 23,472.1	
Sick Leave -Earned Value: \$61,763,938.33		Avg. Sick Leave Days Per EE: 8.81	Converted Sick Leave To Vacation Used Expense: \$5,068,782.93	
Injury Leave Used Expense: \$192,989.40	Injury Leave Days Used: 1,232.9	Classification Appeals: 14	Reclassifications Up (Filled): 259 Up (Vacant): 64 Down (Filled): 83 Down (Vacant): 34 Lateral (Filled): 46 Lateral (Vacant): 22 Approx. Annual New Cost of Reclassified Positions:* \$1,570,528.45	
Funeral Leave Used Expense: \$1,016,839.09	Funeral Days Used: 4,650.4	Extraordinary Pay: \$40,619.20	Grievances Contract Grievances: 885 Disciplinary: 313 Language: 572 Non-Contract Grievances: 24 Disciplinary: 13 Language: 11 Arbitrations: 10	
Jury Leave Used Expense: \$91,142.07	Jury Leave Days Used: 390.1	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