

# Dept. of Alcoholic Bev. Div. Facts – FY '13

http://www.iowaabd.com/



## General Information

**Address:** 1918 SE Hulsizer Road  
Ankeny, IA 50021-3941

## Workforce Data (unless otherwise noted, information provided is at the end of FY '13)

# FT EEs: 79	# PT EEs: 0	# Temporary EEs: 0	Average Length of Service: 6.94
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Span of Control: 8.67	Total Unemployment Insurance Claims: 5
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Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	2	45-54	15	<25	0	45-54	6	# of Females:	22	# of Males:	57
25-34	25	55-64	18	25-34	1	55-64	1	% of WF:	27.85%	% of WF:	72.15%
35-44	17	65+	2	35-44	1	65+	0	Average Age:	41.45	Average Age:	44.75
Employee Average Age: 43.83				Supervisor Average Age: 48.67				Average Length of Service: 11.23		Average Length of Service: 5.28	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	6	# of Non-minorities:	73	# African-American:	4	# of "did not respond":	0
% of Workforce:	7.59%	% of Workforce:	92.41%	# Asian/Pacific Island:	0	% of Workforce:	0%
Average Age:	37.23	Average Age:	44.38	# Am. Indian/Alaskan:	1	Average Age:	N/A
Average Length of Service:	3.11	Average Length of Service:	7.25	# Hispanic or Latino:	1	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	0	# of Persons With No Disabilities:	79	# of "did not respond":	0
% of Workforce:	0%	% of Workforce:	100%	% of Workforce:	0%
Average Age:	N/A	Average Age:	43.83	Average Age:	N/A
Average Length of Service:	N/A	Average Length of Service:	6.94	Average Length of Service:	N/A

Officials/Administrators EEO Category 1: 6	Professionals EEO Category 2: 21	Technicians EEO Category 3: 2	Protective Service: Sworn EEO Category 4: 0
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 6	Skilled Craft EEO Category 7: 1	Service/Maintenance EEO Category 8: 43

Separation Rate: 20.78%	Hire Rate: 24.68%	Number Hires: 18	Transfer In: 1
Retirements: 0	All Terminations: 7	Voluntary Quits: 9	Transfer Out: 0

# of Classes Used: 29	Most Populous Classes: Warehouse Operations Worker (22), Transport Driver (15), Driver (4), 3 classes with 3 incumbents each
Separations - By Class:	Warehouse Operations Wrkr (9), Transport Driver (5), Driver (1), Field Auditor (1)
# Eligible for Retirement:	17 in next 5 years      % Eligible: 21.52%

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '13)

Vacation Payouts: \$32,189.44	Sick Leave Payouts: \$0	Annual Payroll: \$4,163,346.04	Avg. Base Salary: \$48,375.87	Overtime Days Worked: 1,186.4
Overtime Cost: \$259,246.30	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$238,586.55	Vacation Days Earned: 1,303.3	Vacation Used Expense: \$198,999.67	Vacation Days Taken: 1,140.4	
Sick Leave Days Earned: 1,364.5	Reg. Sick Leave Used Expense: \$120,742.22	Reg. Sick Leave Days Used: 683.3	Converted Sick Leave To Vacation Days Used: 112.0	
Sick Leave -Earned Value: \$230,532.85		Avg. Sick Leave Days Per EE: 8.65	Converted Sick Leave To Vacation Used Expense: \$19,473.68	
Workers' Comp Leave Used Expense: \$10,660.09	Workers' Comp Leave Days Used: 73.7	Classification Appeals: 0	Reclassifications	
Funeral Leave Used Expense: \$7,355.10	Funeral Days Used: 46.7	Extraordinary Pay: \$0	Up (Filled): 1	Grievances
Jury Leave Used Expense: \$0	Jury Leave Days Used: 0	Special Duty Pay: \$0	Up (Vacant): 0	Contract Grievances: 4
			Down (Filled): 0	Disciplinary: 3
			Down (Vacant): 0	Language: 1
			Lateral (Filled): 2	Non-Contract Grievances: 0
			Lateral (Vacant): 1	Disciplinary: 0
			Approx. Annual New Cost of Reclassified Positions:* \$8,684.00	Language: 0
				Arbitrations: 0

\* based on difference between average of old and new pay grade FY '13. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY13" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 3, 2013